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ABSTRACT

This report provides 1978-79 salary information for the employees in 54 state education associations. The salary data is presented either in schedule form or in listings of salaries for staff positions. Both professional and classified positions are listed. (Author/JM)

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information service report

VOL. X, NO. 3
MARCH 1979

STATE ASSOCIATION STAFF SALARY SCHEDULES



A COOPERATIVE PROJECT OF

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This report provides salary information for 54 state education associations. The salary data is presented in schedule form or either in listings of salaries for staff positions.

ALABAMA EDUCATION ASSOCIATION

Professional Staff Salary Schedule

1977-1979

<u>Year</u>	<u>Step</u>								
	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
<u>Legal Counsel</u>									
77-78	17,736	18,411	19,086	19,761	20,436	21,111	21,786	22,461	23,136
78-79	18,736	19,411	20,086	20,761	21,436	22,111	22,786	23,461	24,136
<u>Director</u>									
77-78	15,736	16,411	17,086	17,761	18,436	19,111	19,786	20,461	21,136
78-79	16,736	17,411	18,086	18,761	19,436	20,111	20,786	21,461	22,136

- NOTE:
1. Current employees shall be placed at the salary step which reflects their years of employment at professional levels. Professional level employment shall be limited to: AEA staff experience since merger, prior local association directorship experience, and prior state association staff or directorship experience.
 2. Equity adjustments in the 1974-76 AEA/AEAP0 agreement shall continue in effect with placement on salary schedule to be determined as per negotiated agreement in preceding contract.
 3. Any employee whose current salary exceeds proper placement on this schedule shall remain at current level until this schedule catches up to the employee's salary at which time the employee shall return to the schedule.
 4. Increments shall be effective at the beginning of each fiscal year. No new employee with less than seven full months of service shall be eligible for an increment step.
 5. New employees without prior Educational Association Staff experience may be placed no higher than Step One (1) on the salary schedule. Such employee shall then be "frozen" until the salary schedule catches up.

ALABAMA EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1977-1979

(Continued)

6. New employees may be given credit for up to four (4) years of previous professional Educational Association experience (placement at Step Four (4) without penalty).
7. For employment on the professional staff, at least a bachelor's degree is required.
8. In addition to the above salary, all professional staff employees who supervise Association employees will be paid a yearly supplement based upon the following scale:
 - a. \$50 for each support staff employee in excess of their Department Secretary
 - b. \$100 for each professional staff employee and/or ESPO Field Rep
9. The step numbers listed on the schedule relate to the number of years employment completed; e.g., Step 1, completion of one year of employment, Step 2, completion of two years of employment, etc.
10. To be placed on the Legal Counsel schedule, the individual must have a law degree and must be licensed to practice law in the State of Alabama. New employees placed on this schedule may be given credit for up to four (4) years of previous professional educational association experience (placement at Step 4 without penalty).
11. Due to the fact that the salary schedules contain steps that will be reached beyond the contract period, it is in no way to be held as a binding agreement beyond the steps necessary within the contract term.

ALABAMA EDUCATION ASSOCIATION

ESPO Field Representative Staff Salary Schedule
1977-1979

<u>Year</u>	<u>Step</u>			
	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>
77-78	\$11,868	\$12,406	\$12,943	\$13,481
78-79	14,736	15,411	16,086	16,761

NOTE: The following are the minimum qualifications for an ESPO Field Rep:

1. High school graduate or equivalent
2. Have at least three (3) years experience working in a school environment
3. Exhibit verbal and written skills
4. Exhibit ability to carry out specific functions as per written job description

NOTE: It is understood between the parties that further equity adjustments of ESPO Field Representatives' salaries shall be made to achieve a level of not less than \$1,000 below that of the directors' salary schedule in the new agreement for the year October 1, 1979 - September 30, 1980.

ALABAMA EDUCATION ASSOCIATION

Support Staff Salary Schedule
1977-1979

<u>Year</u>	<u>Step</u>	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
<u>Departmental Secretary</u>										
77-78	7,600	7,900	8,200	8,500	8,800	9,100	9,400	9,700	10,000	
78-79	8,600	8,900	9,200	9,500	9,800	10,100	10,400	10,700	11,000	
<u>Clerk</u>										
77-78	7,100	7,400	7,700	8,000	8,300	8,600	8,900	9,200	9,500	
78-79	8,100	8,400	8,700	9,000	9,300	9,600	9,900	10,200	10,500	
<u>Membership Clerk</u>										
77-78	8,100	8,400	8,700	9,000	9,300	9,600	9,900	10,200	10,500	
78-79	9,100	9,400	9,700	10,000	10,300	10,600	10,900	11,200	11,500	
<u>Specialist</u> (Accountant/Duplicating Equipment Operator-Mailroom Supervisor)										
77-78	9,900	10,200	10,500	10,800	11,100	11,400	11,700	12,000	12,300	
78-79	10,900	11,200	11,500	11,800	12,100	12,400	12,700	13,000	13,300	

- NOTE:
1. On the 1974-76 salary schedule current employees were placed at the salary step which reflected their years of AEA employment since merger. Initially, no employee could be placed higher than Step 5. Any employee whose current salary exceeded the schedule was to receive no less than his/her current salary and was allowed $\frac{1}{2}$ the normal increment each year until the salary schedule caught up at which time the employee would return to the appropriate step on the schedule.
 2. Increments shall be effective at the beginning of each fiscal year. No new employee with less than seven full months of service shall be eligible for an increment step.
 3. When employing new personnel work experience outside the Association will be granted at the rate of one-half ($\frac{1}{2}$) year for each year of comparable clerical experience up to a maximum placement on the schedule at Step 1.

NATIONAL EDUCATION ASSOCIATION-ALASKA

Professional & Support Staff Salary Schedule
1978-1979

(@ \$22,397 Average Salary**)

<u>Step</u>	<u>Executive Secretary</u> 100%	<u>Deputy Exec. Secretary</u> 80%	<u>Field Staff</u> 70%	<u>Communication Specialist</u> 65%	<u>Ad/Ass't/ Accountant</u> 45%	<u>Secretary/ Bookkeeper</u> 40%
0	\$41,200	\$32,960	\$28,840	\$26,780	\$18,540	\$16,480
1	43,260	34,608	30,282	28,119	19,467	17,304
2	45,320	36,256	31,724	29,458	20,394	18,128
3	47,380	37,904	33,166	30,797	21,321	18,952
4	49,440	39,552	34,608	32,136	22,248	19,776
5	51,500	41,200	36,050	33,475	23,175	20,600
6	53,560	42,848	37,492	34,814	24,102	21,424
7	55,620	44,496	38,934	36,153	25,029	22,248
8	57,680	46,144	40,376	37,492	25,956	23,072
9	59,740	47,792	41,818	38,831	26,883	23,896
10	61,800	49,440	43,260	43,260	27,810	24,720

** \$22,397 x 1.84 = \$41,210.48
Rounded to nearest \$100. = \$41,200.

Fairbanks Employees receive 15% more.

ARIZONA EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

<u>Step</u>	<u>Index</u>	<u>Records Manager</u>	<u>Research</u>	<u>Editor</u>	<u>Field UniServ</u>	<u>Gov't. Relations Specialist</u>	<u>Directors</u>
1	1.000	\$12,802	\$18,380	\$18,380	\$20,371	\$21,045	\$22,018
2	1.065	13,634	19,575	19,575	21,695	22,413	23,449
3	1.130	14,466	20,769	20,769	23,019	23,781	24,880
4	1.195	15,298	21,964	21,964	24,343	25,149	26,312
5	1.260	16,131	23,159	23,159	25,667	26,517	27,743
6	1.325	16,963	24,354	24,354	26,992	27,885	29,174

ARIZONA EDUCATION ASSOCIATION

Clerical Staff Salary Schedule
1978-1979

<u>Step</u>	<u>Index</u>	<u>Clerk</u>	<u>Receptionist Clerk-Typist</u>	<u>Membership Clerk</u>	<u>Secretary</u>	<u>Senior Secretary</u>	<u>Membership Secretary Offset Press Opr. Bookkeeper</u>
1	1.0000	\$626.50	\$642.00	\$665.50	\$689.50	\$790.00	\$837.50
1½	1.0275	643.50	659.50	684.00	708.50	811.50	860.50
2	1.0550	661.00	677.50	702.00	727.50	833.50	883.50
2½	1.0825	678.00	695.00	720.50	746.50	855.00	906.50
3	1.1100	695.50	712.50	738.50	765.50	877.00	929.50
3½	1.1375	712.50	730.50	757.00	784.50	898.50	952.50
4	1.1650	730.00	748.00	775.50	803.50	920.50	975.50
4½	1.1925	747.00	765.50	793.50	822.00	942.00	998.50
5	1.2200	764.50	783.00	812.00	841.00	964.00	1022.00
5½	1.2475	781.50	801.00	830.00	860.00	985.50	1045.00
6	1.2750	799.00	815.50	848.50	879.00	1007.50	1068.00
6½	1.3025	816.00	836.00	867.00	898.00	1029.00	1091.00
7	1.3300	833.00	854.00	885.00	917.00	1050.50	1114.00
7½	1.3575	850.50	871.50	903.50	936.00	1072.50	1137.00
8	1.3850	867.50	889.00	921.50	955.00	1094.00	1160.00

ARKANSAS EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1980

Professional Staff

<u>Step</u>	<u>1978-79</u>	<u>Step</u>	<u>1979-80</u>
1	\$16,000	1	\$17,000
2	16,500	2	17,500
3	17,500	3	18,500
4	18,500	4	19,500
5	19,500	5	20,500
6		6	21,500

Associate Executive Secretary - \$24,500 for 1978-79

Longevity: \$400 paid each year to employees with more than 10 years of service in the Association beginning in 1979-80.

Support Staff - Classification I

<u>Step</u>	<u>1978-79</u>	<u>Step</u>	<u>1979-80</u>
1	\$ 6,240	1	\$ 6,800
2	6,760	2	7,200
3	7,280	3	7,600
4	7,800	4	8,000
5	8,320	5	8,400
6	8,840	6	8,800
7	9,360	7	9,350

Support Staff - Classification II

1	\$ 7,020	1	\$ 7,500
2	7,540	2	7,950
3	8,060	3	8,400
4	8,580	4	8,850
5	9,100	5	9,300
6	9,620	6	9,750
7	10,140	7	10,200
8	10,400	8	10,650

Office Manager - \$11,580 for 1978-79

Bookkeeper - \$11,400 for 1978-79

Longevity: \$200 each year paid to employees with more than 10 years of service in Classification I beginning 1979-80.

\$250 each year paid to employees with more than 10 years of service in Classification II beginning in 1980-81.

A special one time payment of \$450 for 1979-80 to those employees who have more than 10 years of service.

CALIFORNIA TEACHERS ASSOCIATION

Professional Staff Salary Schedule
Effective September 1, 1977

<u>Step</u>		<u>Class A</u>		<u>Step</u>	<u>Class B</u>
1		\$15,500		1	\$19,500
2		16,500		2	20,500
3		17,500	IV	3	21,500
4		18,500		4	22,500
5	I	19,500	III	5	23,500
6		20,500		6	24,500
7	II	21,500		7	25,600
8		22,500		8	26,700
9		23,500		9	27,800
10		24,500		10	28,900
11		25,600		11	30,000
12		26,700		12	31,100
13		27,800		13	32,300
14		28,900		14	33,500
15		30,000			
16		31,100			

CALIFORNIA TEACHERS ASSOCIATION

Class Descriptions

Class A

I. Assistant and Support Services Staff:

Staff assigned to provide assistance to or support services for other employee(s).

II. Technical-Specialist Staff:

Staff assigned to departments and/or to administrative units of the Association who perform essentially technical, support and/or specialist functions related primarily or exclusively to the operations of the Department or Unit to which assigned.

III. Insurance Staff:

Staff, other than Health Benefit staff, assigned to Insurance Services Programs whose compensation is derived from non-CTA sources.

IV. Departmental Service Staff:

Staff assigned to perform specialized technical functions related to Association departmental services.

Class B

Local UniServ Staff:

Primary Contact Staff assigned directly to local UniServ Units and responsible for delivery of CTA services to the chapter(s) to which assigned, including development and administration of local programs, chapter organizing, contract development, negotiations, grievance processing, communications, community relations and action, and local articulation of statewide CTA programs and services for chapter(s) and members.

Regional UniServ Staff:

Primary Contact Staff assigned directly to Regional Resource Centers and responsible for delivery of CTA services to the chapter(s) to which assigned, including development and administration of local programs, chapter organizing, contract development, negotiations, grievance processing, communications, community relations and action, and local articulation of statewide CTA programs and services for chapter(s) and members

CALIFORNIA TEACHERS ASSOCIATION

Class Descriptions
(Continued)

Regional Consultant Staff:

Specialist-consultant staff assigned to Regions, providing field-chapter consultant services and training in support of Regional and Local UniServ staff and responsible for coordination of Regional and State-wide programs(s) in area of assignment.

Note: Health Benefit staff shall be temporarily reclassified to Regional Consultant Staff during 1977/78 subject to successful negotiations with carrier(s) and anticipated restructuring of Insurance staff relationships.

State Consultant Staff:

Departmental and other Association staff assigned on a basis broader than Regional to perform services in support of Association and governance programs and units; responsible for thorough knowledge of and expertise in particular field of specialization; for representation of Association before public agencies including the State Legislature; and for specialized consultant services to Association staff and to elected officers and governance units, including Association councils, commissions, committees, and chapters.

CALIFORNIA TEACHERS ASSOCIATION

Classified Staff Salary Schedule
1978-1979

Schedule (Current Class)	1	2	3	4	5	6
I (1 + 3)	635	686	743	806		
II (5 + 7)	686	737	794	857	927	
III (9)	737	787	845	908	978	1,054
IV (11 + 13)	794	845	902	965	1,035	1,111
V (15)	857	908	965	1,029	1,099	1,175
VI (17)	921	972	1,029	1,092	1,162	1,238
VII (19 + 21)	991	1,041	1,099	1,162	1,232	1,308
VIII (23)	1,067	1,118	1,175	1,238	1,308	1,384
IX (25)	1,143	1,194	1,251	1,314	1,384	1,461

CALIFORNIA TEACHERS ASSOCIATION

Classified Staff Salary Schedule
1978-1979

Classified Staff Positions Structure

<u>Schedule</u>	<u>Title</u>	<u>Schedule</u>	<u>Title</u>
I	Building Aide I Cal-Te-A Insurance Rater Clerk I	VI	Secretary IV Membership Tech. Specialist
II	Addressing Equipment Operator Building Aide II Cal-Te-A Ins. Counselor Clerk II Clerk Typist I Membership Tech. I Press Operator I Switchboard Operator	VII	Secretary V Membership Services Specialist Budget Purchasing Assistant Facilities Management Specialist Data Processing Supervisor Internal Auditor
III	Accounting Clerk I Cal-Te-A Ins. Tech. Asst. I Clerk Typist II Graphics Technician Press Operator II Secretary I Keypunch Operator Spec. Serv. Prog. Coordinator Membership Technician II	VIII	Secretary VI Cal-Te-A Insurance Business Spec. Cal-Te-A Insurance Specialist Computer Operator/ Programmer
IV	Accounting Clerk II Bookkeeper I Cal-Te-A Ins. Tech. Asst. II Data Proc. Control Spec. Membership Tech. III Research Tech. I Secretary II Press Operator III Statistical Assistant	IX	Building Maintenance Supervisor
V	Bookkeeper II Secretary III Legal Secretary Press Operator IV Records Center Spec. Research Tech. II Budget Analyst		

COLORADO EDUCATION ASSOCIATION

Professional Staff Salaries
1978-1979

Assistant Director, Governmental Relations	\$18,683
Director, Public Relations	21,000
Director, Printing Services	21,105
Director, Business Services	21,445
Director, Publications	22,316
Director, Legal Services (General Counsel)	24,133
Director, Higher Education	25,949
Director, Professional Development	26,555
Director, Governmental Relations	26,555
Director, Special Services	
Assistant Director, Research	27,767
Director, Research	28,372
Director, Membership & Training	28,372
Director, Teacher Rights	28,978
Director, Collective Bargaining	28,978
Director, Organizing	28,978
Assistant Executive Director	34,034
Executive Director	42,600

COLORADO EDUCATION ASSOCIATION

Support Staff Salary Schedule
1978-1979

	1	2	3	4	5	6	7
A	5,348	5,858	6,370	6,883	7,393	7,905	8,418
B	5,858	6,370	6,883	7,393	7,905	8,418	8,928
C	6,370	6,883	7,393	7,905	8,418	8,928	9,440
D	6,883	7,393	7,905	8,418	8,928	9,440	9,953
E	7,393	7,905	8,418	8,928	9,440	9,953	10,463
F	7,905	8,418	8,928	9,440	9,953	10,463	10,975
G	8,418	8,928	9,440	9,953	10,463	10,975	11,488
H	8,928	9,440	9,953	10,463	10,975	11,488	11,998
I	9,440	9,953	10,463	10,975	11,488	11,998	12,511
J	9,953	10,463	10,975	11,488	11,998	12,511	13,022
K	10,463	10,975	11,488	11,998	12,511	13,022	13,534

CONNECTICUT EDUCATION ASSOCIATION

Staff Salary Schedules
1978-1979

Executive Secretary	\$39,000
Deputy Executive Secretary	36,500

Directors' Staff Salary Schedule
1978-1979

<u>Step</u>	
0	\$24,169
1	25,159
2	26,157
3	27,159
4	28,165
5	29,178
6	30,194
7	31,214
8	32,238
9	33,978
Director of Professional Development	34,478
Director of Public Relations	34,478
Director of Field Service	33,978
Asst. Director of Field Service	32,978

All employees will advance one (1) step on Schedule during each year of this Agreement.

The Schedule for Assistant Director will be \$1,000 less than the Directors' at each step, provided that for 1977-78 the Assistant Director's salary will be \$31,549.

Directors and Assistant Directors who have completed 10 years of service in such positions will receive annually a longevity adjustment of \$500.

Professional Staff Salary Schedule
1978-1979

- A. Determination of salary and placement shall be made upon initial employment, or in the event of a change in classification, upon the basis of a careful evaluation of experience, preparation, and service. Competene performance shall be the basis for annual increment growth.
- B. Employees shall be paid bi-weekly on Fridays.

CONNECTICUT EDUCATION ASSOCIATION

Professional Staff Salary Schedule

1978-1979

(Continued)

Step

0	\$16,996
1	18,044
2	19,092
3	20,140
4	21,188
5	22,236
6	23,284
7	24,332
8	25,380
9	27,000

All employees will advance one (1) step on Schedule during each year of this Agreement.

All professional staff below the rank of assistant director except the staff attorneys, e.g. UniServ, Field Service Consultants, P. R. Consultants, and Research Consultants.

Associate Staff Salary Schedule

1978-1979

<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
\$ 6,896	\$ 7,957	\$ 9,230	\$ 9,866
7,320	8,593	9,972	10,715
7,745	9,230	10,715	11,564
8,169	9,866	11,458	12,413
8,593	10,503	12,200	13,261
9,018	11,139	13,023	14,110
9,442	12,064		

- (1) There shall be lateral movement from the 1976-77 Salary Schedule into the 1977-78 Salary Schedule.
- (2) Effective on July 1, 1978 Each Employee shall move up one step from the previous year schedule.
- (3) Effective on July 1, 1979 Each Employee shall move up one step from the previous year.

DELAWARE STATE EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

5% + Yearly Increment

Level I - Clerk Typist

<u>Exp.</u>	<u>Salary</u>
0	\$ 5,061
1	5,376
2	5,691
3	6,006
4	6,321
5	6,636
6	6,951
7	7,266
8	7,581
9	7,896
10	8,211

Level II - Machine Operator

<u>Exp.</u>	<u>Salary</u>
0	\$ 6,374
1	6,689
2	7,004
3	7,318
4	7,633
5	7,949
6	8,264
7	8,579
8	8,894
9	9,209
10	9,524

Level III - Secretary

<u>Exp.</u>	<u>Salary</u>
0	\$ 7,266
1	7,634
2	7,949
3	8,264
4	8,578
5	8,894
6	9,209
7	9,524
8	9,839
9	10,154
10	10,469

Level IV - Professional (Public Relations Director)

<u>Exp.</u>	<u>Salary</u>
0	\$12,166
1	12,954
2	13,741
3	14,529
4	15,316
5	16,104
6	16,891
7	17,679
8	18,466
9	19,254
10	20,041

Level IV - UniServ

<u>Exp.</u>	<u>Salary</u>
0	\$17,220
1	18,008
2	18,795
3	19,583
4	20,370
5	21,158
6	21,945
7	22,732
8	23,520
9	24,308
10	25,095

Level IV - Professional (Accountant/Office Mgr./(Management))

\$16,241

Executive Director (Management)

To be negotiated.

- Note: 1. A yearly increment of \$300 for Levels I, II, and III for service with DSEA will be added to each amount above on the anniversary date of hire.
2. A yearly increment of \$750 will be added to Level IV Professional and Level IV UniServ on the anniversary date of hire.
3. These increments are to be added for all three (3) years of the contract.

DISTRICT OF COLUMBIA-NATIONAL EDUCATION ASSOCIATION

Staff Salary Schedule
1978-1979

The DC/NEA has one staff employee - the Executive Director, whose salary is \$25,000. There is no salary scale. The annual salary is an item to be negotiated during the final year of the contract.

There is no paid support staff.

FLORIDA TEACHING PROFESSION-NEA

Professional & Support Staff Salary Schedule
September 1, 1978 - August 31, 1979

<u>LEVEL</u>	<u>PROFESSIONAL</u>	<u>SECRETARIAL</u>	<u>CLERICAL</u>	<u>TECHNICAL</u>
0	\$19,000	\$ 9,075	\$ 7,200	\$ 9,375
1	19,650	9,525	7,475	10,125
2	20,450	9,975	7,775	10,875
3	21,300	10,425	8,300	11,650
4	22,150	10,875	8,825	12,200
5	23,200	11,475	9,350	12,750
6	24,300	12,075	9,900	13,375
7	25,500	12,675	10,450	14,025
8	27,000	13,275	11,000	15,250

Section 2. Miscellaneous

(a) Employees who have been working for more than six (6) months in their current Job Categories as of the effective date of this Agreement shall be placed on the above salary schedules at the level next highest to the level held by such employees on August 31, 1977. Employees who have been employed for six (6) months or less in their Job Categories shall be placed on the appropriate salary schedule at the same level held on August 31, 1977.

(b) Employees who have been working for more than six (6) months in their current Job Categories as of September 1, 1978 shall be placed on the above salary schedules at the level next highest to the level held by such employees on August 31, 1978. Employees who have been working in their Job Categories for six (6) months or less shall be placed on the appropriate salary schedule at the same level held on August 31, 1978.

(c) Professional staff employees hired after the effective date of this Agreement shall be placed on at least the schedule level which reflects the number of years of comparable experience of the employee. Comparable work experience shall be defined as employment by the National Education Association or any of its affiliates in a position with duties and responsibilities that are substantially equivalent to those for which the employee is hired by FTP-NEA, or employment by any other organization in a position with duties and responsibilities which qualify the employee for FTP-NEA employment.

(d) Secretarial, clerical and technical employees hired after the effective date of this Agreement shall be placed on at least the schedule level which reflects the number of years of comparable work experience according to the "rule of three" (i.e. no prior experience gives the employee 0 level of experience; 1-3 years of experience, 1 level of experience; 4-6 years, 2 levels; 7-9 years, 3 levels; etc.).

Section 3. Part-Time Secretaries

Part-time secretaries shall be paid at the rate of \$4.00 per hour for the period September 1, 1977 through August 31, 1978 and \$4.25 for the period September 1, 1978 through August 31, 1979.

GEORGIA ASSOCIATION OF EDUCATORS

Professional Staff Salary Schedule
1978-1979

Initial placement on the salary schedule shall be based on previous years experience or formal training in the specialized field for which the individual is being hired.

Current staff shall be placed by GAE management on the next highest salary step above the 1977-78 salary provided that step amounts to a minimum of 7.5% increase.

For the life of this contract, professional staff shall move one step per year.

<u>Steps</u>	<u>Salary</u>
0	\$13,415
1	14,086
2	14,790
3	15,530
4	16,307
5	17,122
6	17,978
7	18,877
8	19,821
9	20,812
10	21,853
11	Professional staff at end of their scale shall receive an increment of 2½% after 3, 6 and 9 years at the last step on the schedule.

GEORGIA ASSOCIATION OF EDUCATORS

Support Staff Salary Schedule
1978-1979

Steps	1	2	3	4	5	6	7	8	9	10	11
Artist II		7,214	7,575	7,954	8,352	8,770	9,209	9,669	10,152		
Artist III				8,352	8,770	9,209	9,669	10,152	10,659	11,192	11,752
Clerk I	5,536	5,813	6,104	6,409	6,729	7,065	7,418	7,788			
Clerk II		6,104	6,409	6,729	7,065	7,418	7,788	8,177	8,586		
Clerk III				7,403	7,773	8,162	8,570	8,999	9,449	9,921	10,417
Financial Accountant		10,830	11,372	11,941	12,538	13,165	13,823	14,514	15,240		
Custodian	6,676	7,010	7,361	7,729	8,115	8,521	8,947	9,394			
Maid	4,570	4,799	5,039	5,291	5,556	5,834	6,126	6,432			
Membership and Records II			6,409	6,729	7,065	7,418	7,789	8,178	8,587	9,016	
Membership and Records III				7,773	8,162	8,570	8,999	9,449	9,921	10,417	10,938
Printing II			7,734	8,121	8,527	8,953	9,401	9,871	10,365	10,883	
Printing III				9,380	9,849	10,341	10,858	11,401	11,971	12,570	13,199
Stenographer I	6,544	6,870	7,214	7,575	7,954	8,352	8,770	9,209			
Stenographer II		7,214	7,575	7,954	8,352	8,770	9,209	9,669	10,152		
Stenographer III				8,354	8,770	9,209	9,669	10,152	10,659	11,192	11,752
Typist I	6,041	6,343	6,660	6,993	7,343	7,710	8,095	8,500			
Typist II		6,660	6,993	7,343	7,710	8,095	8,500	8,925	9,371		
Typist III				8,077	8,481	8,905	9,350	9,817	10,308	10,823	11,364

Support staff at the end of the schedule shall receive an increment of 2½% after 3, 6 and 9 years on the last step of their schedule.

HAWAII STATE TEACHERS ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

In accordance with the agreement between HSTA and the Hawaii State Teachers Staff Organization (HSTSO), the following are the ranges for positions:

Receptionist	SR-4
Utility Clerk	SR-5
Account Clerk	SR-7
Secretary I	SR-8
Secretary II	SR-9
Membership Technician	SR-10
Secretary III	SR-11
Field Representatives	SR-20
Communications Specialist	SR-20
Governance Specialist	SR-20
Legislative Specialist	SR-20
Negotiations/Research Specialist	SR-20
Special Services Coordinator	SR-20

Non-unit personnel (Executive Director, Director of Programs, Director of Financial Services & Office Management, and Private Secretary) are not paid on the basis of the attached schedule. Salaries for these positions are subject to negotiations.

HAWAII STATE TEACHERS ASSOCIATION

Revised Salary Schedule
With 5.1% Cost of Living
Effective September 1, 1977

	(1st Yr.)	(2nd Yr.)	(3rd Yr.)	(4th Yr.)	(5th Yr.)	(6th Yr.)	(7th Yr.)	(8th Yr.)
	A	B	C	D	E	F	G	H
SR-1	6,187.00 515.58 24.55 3.17	6,504.00 542.00 25.81 3.33	6,821.00 568.42 27.07 3.49	7,169.00 597.42 28.45 3.67	7,530.00 627.50 29.88 3.86	7,908.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47
SR-2	6,504.00 542.00 25.81 3.33	6,821.00 568.42 27.07 3.49	7,169.00 597.42 28.45 3.67	7,530.00 627.50 29.88 3.86	7,908.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69
SR-3	6,821.00 568.42 27.07 3.49	7,169.00 597.42 28.45 3.67	7,530.00 627.50 29.88 3.86	7,905.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92
SR-4	7,169.00 597.42 28.45 3.67	7,530.00 627.50 29.88 3.86	7,905.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16
SR-5	7,530.00 627.50 29.88 3.86	7,905.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.06	10,579.00 881.58 41.98 5.42
SR-6	7,905.00 659.00 31.35 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69
SR-7	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98
SR-8	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28
SR-9	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59

HAWAII STATE TEACHERS ASSOCIATION

(Continued)

	(1st Yr.) A	(2nd Yr.) B	(3rd Yr.) C	(4th Yr.) D	(5th Yr.) E	(6th Yr.) F	(7th Yr.) G	(8th Yr.) H
SR-10	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.00 53.60 6.92
SR-11	10,081.00 840.08 38.14 4.92	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.00 53.60 6.92	14,185.00 1,182.08 56.29 7.26
SR-12	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.50 53.60 6.92	14,185.00 1,182.08 56.29 7.26	14,895.00 1,241.25 59.11 7.63
SR-13	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.50 53.60 6.92	14,185.00 1,182.08 56.29 7.26	14,895.00 1,241.25 59.11 7.63	15,635.00 1,302.92 62.04 8.01
SR-14	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.50 53.60 6.92	14,185.00 1,182.08 56.29 7.26	14,895.00 1,241.25 59.11 7.63	15,635.00 1,302.92 62.04 8.01	17,234.00 1,436.17 68.39 8.82
SR-15	14,185.00 1,182.08 56.29 7.26	14,895.00 1,241.25 59.11 7.63	15,635.00 1,302.92 62.04 8.01	16,419.00 1,368.25 65.15 8.41	17,234.00 1,436.17 68.39 8.82	18,109.00 1,309.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21
SR-16	14,895.00 1,241.25 59.11 7.63	15,635.00 1,302.92 62.04 8.01	16,419.00 1,368.25 65.15 8.41	17,234.00 1,436.17 68.39 8.82	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73
SR-17	15,635.00 1,302.92 62.04 8.01	16,419.00 1,368.25 65.15 8.41	17,234.00 1,436.17 68.39 8.82	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73	22,003.00 1,833.58 87.30 11.27
SR-18	16,419.00 1,368.25 65.15 8.41	17,234.00 1,436.17 68.39 8.82	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73	22,003.00 1,833.58 87.31 11.27	23,104.00 1,925.33 91.68 11.83
SR-19	17,234.00 1,436.17 68.39 8.82	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73	22,003.00 1,833.58 87.31 11.27	23,104.00 1,925.33 91.68 11.83	24,259.00 2,021.58 96.27 12.42
SR-20	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73	22,003.00 1,833.58 87.31 11.27	23,104.00 1,925.33 91.68 11.83	24,259.00 2,021.58 96.27 12.42	25,472.00 2,122.67 101.08 13.04

IDAHO EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

<u>Step</u>	<u>Salary</u>
1	\$20,300
2	21,315
3	22,381
4	23,500
5	24,675
6	25,909
7	27,204
8	28,564
9	29,992
10	31,492

Executive Director - \$34,000

Associate Executive Director - \$31,000

Office Staff Salary Schedule
1978-1979

	<u>IEA & Regional Secretaries</u>	<u>Records Manager</u>	<u>Comptroller</u>	<u>Office Manager</u>
1.	\$ 8,100	\$ 8,586	\$ 9,072	\$ 9,558
2.	8,586	9,072	9,558	10,044
3.	9,072	9,558	10,044	10,530
4.	9,558	10,044	10,530	11,016
5.	10,044	10,530	11,016	11,502
6.	10,530	11,016	11,502	11,988
7.	11,016	11,502	11,988	12,474
8.	11,502	11,988	12,474	12,960
9.	11,988	12,474	12,960	13,446
10.		12,960	13,446	13,932
11.			13,932	14,418
12.				14,904

ILLINOIS EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

Training Range	\$15,000 - 18,000
Step 1	19,600
Step 2	21,600
Step 3	22,850
Step 4	24,100
Step 5	25,350
Step 6	26,600
Step 7	27,850
Step 8	29,100
Step 9	30,350
Step 10	31,600

- A. Each new employee shall be placed on the salary schedule at the step which accurately represents his/her prior association staff experience or its equivalent.
- B. Each employee not on the maximum step shall receive an annual increment on August 1st in accordance with the following:
 1. Those employed for six (6) months or more in the twelve (12) months preceding August 1st shall be given a full increment.
 2. Those employed for three (3) months but less than six (6) months in the twelve (12) months preceding August 1st shall be given one-half ($\frac{1}{2}$) an increment.
 3. Those employed for less than three (3) months in the twelve (12) months preceding August 1st shall be given no increment.
- C. Employees shall be granted an additional step if said degree (MA) is earned during the term of employment.
- D. Employees shall be granted an additional step if said degree (PhD or EdD) is earned during the term of employment.

ILLINOIS EDUCATION ASSOCIATION

Supportive Staff Salary Schedule

1978-1979

Salary Grade	Job Description	A	B	C	D	E	F	G	H	I	J	K
1	Switchboard/Bookkeeping Clerk											
	Maintenance Custodian											
	Bookkeeper - Spfld.											
	Membership Steno Clerk											
	P. R. Steno Clerk											
	P. R. Artist											
	Field Secretary - Field Offices											
	Field Service Steno-Secretary											
	Spfld.											
	Legislation & Political											
	Ed. Secretary											
	P. R. Secretary - Oakbrook											
	Research Steno Clerk - Spfld.											
	Machine Operator											
	Human Relations Secretary	3.75	4.05	4.35	4.65	4.95	5.20	5.45	5.70	5.95	6.25	6.50
2	Dept. Head Secretary - Spfld.											
	Machine Room Group Leader											
	Spfld.											
	President's Secretary											
	Legal Secretary											
	Membership Processing Group											
	Leader	3.92	4.22	4.52	4.82	5.12	5.37	5.62	5.87	6.12	6.42	6.67

INDIANA STATE TEACHERS ASSOCIATION

Professional Staff Salary Schedule
1978-1979

<u>Step</u>	<u>Salary</u>
0	\$18,590
1	20,106
2	21,240
3	22,373
4	23,506
5	24,639
6	25,770
7	26,905
8	28,233

Management Staff Salaries 1978-79

<u>Title</u>	<u>Salary</u>
Executive Director	\$42,885
Deputy Executive Director	36,700
Assistant Executive Director for Professional Development	34,894
Assistant Executive Director for UniServ Zone I	33,800
Assistant Executive Director for UniServ Zone II	33,800
Assistant Executive Director for Legislative Relations	33,800
Assistant Executive Director for Special Services	31,700
Business Manager	29,400

INDIANA STATE TEACHERS ASSOCIATION

Supportive Staff Salary Schedule 1978-1979

<u>Years</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
0	\$ 6,462	\$ 6,637	\$ 7,126	\$ 7,618	\$ 8,110	\$ 9,554	\$10,748
1	6,709	6,902	7,411	7,923	8,434	10,128	11,394
2	6,957	7,176	7,708	8,240	8,771	10,701	12,039
3	7,144	7,453	8,005	8,557	9,109	11,274	12,684
4	7,331	7,729	8,302	8,875	9,446	11,847	13,329
5	7,454	7,936	8,524	9,111	9,699	12,421	13,974
6	7,579	8,143	8,746	9,349	9,952	12,708	14,297
7	7,704	8,281	8,894	9,508	10,121	12,994	14,619
8	7,829	8,419	9,042	9,666	10,290	13,281	14,942
9	7,953	8,557	9,190	9,824	10,459	13,567	15,263
10	8,078	8,695	9,339	9,983	10,627	13,854	15,586
11							
12		8,833	9,487	10,143	10,795		
13							
14							
15		8,971	9,636	10,300	10,965		

Non-OSO Supportive Staff*

Administration/Governance Coord.	\$11,550
Supervisor, Mailing/Bindery	10,000
Executive Assistant	11,000
Executive Assistant	16,960
Supervisor, Print Shop/Graphic Arts	
Arts	16,000

*(These are 1977-78 salaries as 1978-79 salaries are not yet known.)

INDIANA STATE TEACHERS ASSOCIATION

Supportive Staff Classifications
1978-1979

<u>Classification</u>	<u>Position</u>
A	Binders Mail Clerks
B	Switchboard Operator/Receptionist Bookkeeping Clerk Mailing Machine Operator Membership Clerks
C	Secretary to Director of Governmental Relations Secretary to Director Collective Bargaining & Director of School Services Personnel Secretary to Director of Human Relations Professional Development Secretary Secretary to Director of Professional Development Political Education Secretary
D	Research Assistant/Secretary Retirement Consultant/Secretary Special Services Personal Secretary Accounting Clerk AED UniServ Secretaries Professional Development Personal Secretary Secretary, Business Office Secretary to AED for Legislative Relations Cashier-Membership Accountant Accounting Assistant/Payroll Production Assistant UniServ Assistants
E	Typesetter Layout Artist/Typesetter
F	Research Assistants, Data Collection and Processing
G	Accountant Pressman Cameraman/Pressman

IOWA STATE EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

As of September 1, 1978,
the basic salary schedule is:

B - \$18,500
1 - 20,232
2 - 21,243
3 - 22,256
4 - 23,368
5 - 24,581
6 - 25,896
7 - 27,212
8 - 28,225
9 - 29,260

As of September 1, 1979,
the basic salary schedule is:

B - \$19,000
1 - 20,940
2 - 21,987
3 - 23,035
4 - 24,186
5 - 25,441
6 - 26,802
7 - 28,164
8 - 29,213
9 - 30,284
10 - 31,320

Support Staff Salary Schedule
1978-1979

	Classification B	Classification C	Classification D
	Annual	Annual	Annual
Base	\$ 6,260	\$ 7,010	\$ 7,914
1	6,545	7,329	8,274
2	6,830	7,648	8,634
3	7,115	7,967	8,994
4	7,400	8,286	9,354
5	7,685	8,605	9,714
6	7,970	8,924	10,074
7	8,255	9,243	10,434
8	8,540	9,562	10,794
9	8,825	9,881	11,154
10	9,110	10,200	11,514
11	9,395	10,519	11,874
12	9,680	10,838	12,234

KANSAS-NATIONAL EDUCATION ASSOCIATION

Professional Staff Salary Schedule
Dec. 1, 1977-Nov. 30, 1978

<u>Step</u>	<u>Salary</u>
1	\$16,464
2	17,616
3	18,768
4	19,920
5	21,072
6	22,224
7	23,376
8	24,528
9	25,680
10	26,832

Provisions:

1. New employees may be evaluated for a position on the salary schedule on the basis of preparation and experience.
2. PSM employed as of July 1, 1975, who had completed the requirements of a doctorate degree at a recognized university will be allowed \$2,000 extra salary each year.

Management Staff Salary Schedule
Dec. 1, 1977-Nov. 30, 1978

<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>
1	\$18,450	7	\$26,202
2	19,742	8	27,494
3	21,034	9	28,786
4	22,326	10	30,078
5	23,618	11	31,370
6	24,910		

The contracts for professional and management staff are currently being negotiated.

KANSAS NATIONAL EDUCATION ASSOCIATION

Auxiliary Staff Salary Schedule
December 1978 - November 1979

<u>STEP</u>	<u>COLUMN 1</u>	<u>COLUMN 2</u>	<u>COLUMN 3</u>
1	\$ 6,207	\$ 6,580	\$ 7,707
2	6,641	7,041	8,246
3	7,075	7,502	8,785
4	7,509	7,963	9,324
5	7,943	8,424	9,863
6	8,377	8,885	10,402
7	8,811	9,346	10,941
8	9,245	9,807	11,480
9	9,679	10,268	12,019
10	10,113	10,729	12,558

Column 1 Clerk-Typists, Production Room Personnel, Statistics and Records Personnel, Receptionist, Stock and Shipping Clerk, and Custodian.

Column 2 Bookkeepers

Column 3 Secretaries to Professional Staff Members, Maintenance, Assistant to Business Manager, Production and Shipping Supervisors.

Provisions: At the beginning of the contract year, employees who have completed 13 years of service shall receive a seniority increment equal to 7 percent of the current base column salary that shall be paid to them in addition to their normal salary. Another such increment shall be given every five years thereafter.

Increments, regular and longevity, will be paid beginning December 1, 1979 to those ASM eligible.

KENTUCKY EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

		<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
0	1.0	6,600	7,500	10,500	18,100
1	1.7	7,062	8,025	11,235	19,367
2	1.14	7,524	8,550	11,970	20,634
3	1.21	7,986	9,075	12,705	21,901
4	1.28	8,448	9,600	13,440	23,168
5	1.35	8,910	10,125	14,175	24,435
6	1.42	9,372	10,650	14,910	25,702
7	1.49	9,834	11,175	15,645	26,969
8	1.56	10,296	11,700	16,380	28,236
9	1.63	10,758	12,225	17,115	29,503
10	1.70	11,220	12,750	17,850	30,770

Column Descriptors

- I. Positions which require no skill or training.
- II. Office secretarial and technical positions which require skills and/or training.
- III. Department Head or Assistant to a Specialist or Director.
- IV. Professional UniServ staff or Specialist.

LOUISIANA ASSOCIATION OF EDUCATORS

Professional & Clerical Staff Salary Schedules
1978-1979

PROFESSIONAL

<u>Position</u>	<u>Salary</u>
Executive Secretary.....	\$30,900.00
Associate Executive Secretary.....	26,817.08
Assistant Executive Secretary.....	25,787.08
Director, Center for Legal Protection.....	23,288.30
Ass't. Director, Center for Legal Protection.....	-0-*
Director, Center for Instruction, Editor, and Director of Information.....	21,666.05
Ass't. Director, Center for Instruction.....	-0-*
Director, Field Services (UniServ Coordinator).....	20,600.00
Director, Field Services (North).....	19,312.50
Field (UniServ) Representative.....	19,055.00
Field (UniServ) Representative.....	17,510.00
Field (UniServ) Representative.....	17,510.00
Field (UniServ) Representative.....	17,000.00
Administrative Assistant to Executive Secretary.....	14,700.00
Treasurer.....	14,700.00
Information Specialist.....	12,700.00
Information Specialist.....	12,360.00

CLERICAL

<u>Position</u>	<u>Salary</u>
Supervisor, Clerical Services.....	\$12,700.00
Supervisor, Membership.....	12,200.00
Typist Clerk (half salary paid by ACT on shared basis).....	4,860.00
Steno Clerk II.....	8,300.00
Typist Clerk II, Receptionist.....	8,200.00
Typist Clerk II, Key punch II (Part time).....	8,200.00
Typist Clerk I, Field Office North.....	6,000.00
Typist Clerk II, Field Office South.....	8,200.00
Typist Clerk II.....	8,200.00
Typist Clerk I.....	6,000.00
Building Maintenance.....	6,100.00
Building Maintenance 8 (Part time).....	3,460.00

*-Positions authorized but not funded in current budget.

MAINE TEACHERS ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

	<u>Salary</u>
Headquarters	\$24,000.00
	34,735.84
	28,347.54
	24,803.00
	25,827.33
	22,313.88
	19,173.08
	25,500.00
UniServ Districts 1 - 10	18,934.33
	20,605.58
	19,650.58
	21,388.68
	22,038.08
	20,605.58
	20,605.58
	16,143.08
	17,501.83
	14,393.08
Support Staff at Headquarters	13,883.31
	12,209.60
	11,356.80
	10,504.00
	9,900.80
	9,900.80
	9,193.60
	8,964.80
	8,278.40
	7,571.20
	6,032.00
Support Staff for UniServ	6,864.00
	6,656.00
	7,321.60
	7,321.60
	6,864.00
	7,321.60
	8,278.40
	8,278.40
	7,571.20
✓ Janitor	7,883.20

Professional & Support Staff Salary Schedule
1978-1979

Position	Scale	1	2	3	4	5	6	7	8	9
Director	19,775 32,430	19,775	21,357	22,938	24,521	26,103	27,684	29,266	30,845	32,430
Associate	18,126 29,727	18,126	19,576	21,027	22,476	23,926	25,376	26,828	28,277	29,727
Field Service Representative, Coordinator	17,796 29,187	17,796	19,220	20,644	22,068	23,491	24,915	26,339	27,763	29,187
Office Manager-Bookkeeper, Administrative Assistant	11,836 19,409	11,836	12,783	13,730	14,676	15,623	16,569	17,516	18,463	19,409
Supervisor of Maintenance	11,063 18,143	11,063	11,948	12,832	13,717	14,602	15,488	16,373	17,258	18,143
Administrative Secretary, Financial Secretary, Director of Records	9,546 15,654	9,546	10,310	11,072	11,837	12,600	13,363	14,128	14,890	15,654
Division Secretary	8,592 14,091	8,592	9,279	9,967	10,653	11,341	12,029	12,717	13,403	14,091
Secretary	8,273 13,568	8,273	8,934	9,597	10,259	10,920	11,583	12,244	12,906	13,568
Receptionist, Steno-Clerk I	7,320 12,004	7,320	7,905	8,490	9,076	9,661	10,248	10,833	11,419	12,004
Steno-Clerk II	6,999 11,480	6,999	7,560	8,120	8,680	9,240	9,800	10,360	10,919	11,480
Custodian	6,867 11,263	6,867	7,416	7,966	8,516	9,065	9,615	10,164	10,713	11,263

MASSACHUSETTS TEACHERS ASSOCIATION

Professional & Support Staff Salary Schedule
July 1, 1978 - June 30, 1979

<u>Step</u>	<u>LEVEL III</u>	<u>LEVEL IV</u>	<u>LEVEL V</u>	<u>LEVEL VI</u>	<u>LEVEL VII</u>	<u>LEVEL VIII</u>	<u>LEVEL IX</u>
	Starting Rate						
0	18,600	17,275	12,950	213	187	174	146
1	19,700	18,250	13,750	226	198	183	154
2	20,800	19,225	14,550	239	209	192	163
3	21,900	20,200	15,350	252	220	201	172
4	23,000	21,175	16,150	265	231	213	181
5	24,150	22,150	16,950	278	242	221	190
6	25,300	23,125	17,750	291	253	232	199
7	26,450	24,100	18,550	304	264	241	208
					275	251	217

All permanent MTA employees of the Support Staff who have been in the employ of the Employer for a period of sixty (60) calendar days, including any employees whose principal duties are secretarial, bookkeeping, or clerical services, being performed on behalf of any subsidiary, affiliated, or related corporation but excluding the Facilities Manager, the Accounting Supervisor, the Work Center Supervisor, the Legal Administrative Supervisor and Personnel Manager.

Position Classifications

LEVEL III

LEVEL IV data processing manager, printing and mailing supervisor, curriculum information specialist, editorial assistant.

LEVEL V administrative assistant, building superintendent, assistant credit union manager, organizing assistant, computer operations specialist.

LEVEL VI bookkeeper, computer operator, division coordinator, printer, regional service center coordinator, secretary to cabinet, underwriter/policy service clerk, legislative clerk, travel coordinator.

LEVEL VII assistant bookkeeper, custodian, membership clerk, regional office secretary, secretary to assistant director, secretary to director, secretary to staff counsel, secretary to credit union manager, secretaries, accounting clerk, hearing clerk, pressman, ESC aide, purchasing assistant.

LEVEL VIII assistant membership clerk, clerk-typist, keypunch operator, machine operator, statistical typist, switchboard operator, stenographer, credit union teller, assistant accounting clerk, microfilm clerk, distribution clerk, policy service clerk.

MASSACHUSETTS TEACHERS ASSOCIATION

Position Classifications
(Continued)

LEVEL IX clerk

New position classifications shall be placed at the salary level of the most comparable jobs. When a new position classification is to be established, the MTA will inform the Organization of the proposed position classification, duties and proposed salary level. If the parties are unable to reach agreement on the salary level to be assigned to the position classification within ten (10) days, the matter shall be submitted directly to arbitration for disposition. During arbitration, the MTA may fill the new position after meeting posting requirements. Any change in salary level decided upon by the Arbitrator shall be retroactive to the date the new position classification was filled.

In the event the Employer proposes to change the duties or job content of any position covered by this Agreement it will inform the Organization of the proposed change and give the Organization reasonable opportunity to discuss the change with the Employer. If the Organization believes the proposed change is improper or justifies a change in rate of pay and the parties are unable to reach agreement, the Employer shall have the right to make the change and the Organization shall have the right to submit the matter directly to arbitration for disposition.

Field Services Organization

(All professional staff except Management)

- 8.01. All employees shall be paid according to the schedules and criteria which are established herein. The salary of an employee shall not be reduced.
- 8.02. The salary schedule and its provisions shall be effective July 1, 1976 and shall continue in effect until agreement is reached on a succeeding contract.

8.02.1 Salary Schedule: 7/1/76-6/30/77 7/1/77-6/30/78 7/1/78-6/30/79

Step

0	\$18,360	\$19,200	\$20,000
1	19,650	21,000	22,500
2	22,250	23,500	25,000
3	24,550	26,000	27,500
4	26,000	28,000	30,000

- 8.02.2 Each employee with less than one year of continuous service upon the effective date of this Agreement shall be placed on Step 1 and shall advance to Step 2 on the first anniversary of his initial employment, shall advance to Step 3 on the second anniversary of his initial employment, and shall advance to Step 4 on the third anniversary of his initial employment.

MASSACHUSETTS TEACHERS ASSOCIATION

Field Services Organization
(Continued)

- 8.02.3 Each employee with more than one year but less than two years of service on the effective date of this Agreement shall be placed on Step 2 and shall advance to Step 3 on the second anniversary of his initial employment and shall advance to Step 4 on the third anniversary of his initial employment.
- 8.02.4 Each employee with more than two years but less than three years of service on the effective date of this Agreement shall be placed on Step 3 and shall advance to Step 4 on the third anniversary of his initial employment.
- 8.02.5 Each employee with three or more years of service on the effective date of this Agreement shall be placed on Step 4.
- 8.02.6 Each employee hired after the execution date of this Agreement shall be placed on Step 0 and shall advance to Steps 1, 2, 3, and 4, respectively, on the first, second, third and fourth anniversaries, respectively, of his initial employment.
- 8.03. The Employer agrees to deduct from employees' salaries such money as is individually authorized in writing, on a form provided by the Employer, for dues, MTA Credit Union, and other approved programs and services.

MICHIGAN EDUCATION ASSOCIATION

Management Salary Schedule
1977-1978

These schedules to be 10-step schedules with even increments of 4.8% of base and half steps of 2.4% for merit use.

<u>Position</u>	<u>Salary Range</u>
Associate Directors	\$30,000 - \$43,000
Director of MEAO	\$28,800 - \$41,239
Directors	\$27,000 - \$38,664
Assistant Director	\$26,000 - \$37,232
Conference Center Director	\$18,000 - \$25,060
Production Supervisor	\$17,000 - \$22,304
Administrative Assistant	\$16,500 - \$21,648
Administrative Secretary	\$15,000 - \$19,680
Personnel Secretary	\$14,500 - \$19,024
Finance Supervisor (new)	\$18,000 - \$22,320
Conference Center Assistant Director	\$12,500 - \$15,750
Conference Center Secretary	\$ 9,500 - \$12,464

MICHIGAN EDUCATION ASSOCIATION
Professional Staff Salary Schedule
1977-1980

1977 + 2%

4/1/77 - 8/30/77

Step 1 - \$20,280
Step 2 - 21,530
Step 3 - 22,918
Step 4 - 24,308
Step 5 - 26,390
Step 6 - 27,781
Step 7 - 29,169
Step 8 - 30,558

1977-78 + 3%

9/1/77 - 3/31/78

Step 1 - \$20,888
Step 2 - 22,176
Step 3 - 23,606
Step 4 - 25,037
Step 5 - 27,182
Step 6 - 28,614
Step 7 - 30,044
Step 8 - 31,475

4/1/78 - 3/31/79

Effective April 1, 1978, there shall be a cost of living adjustment applied to the 1977-78 salary schedule in the amount of the % increase in the all-cities Consumer Price Index between February 1, 1977 and January 31, 1978 provided that in no event shall the increase in the salary schedule exceed 5.5% at each step.

4/1/79 - 3/31/80

Effective April 1, 1979, there shall be a cost of living adjustment applied to the 1978-79 salary schedule in the amount of the % increase in the all-cities Consumer Price Index between February 1, 1978 and January 31, 1979 provided that in no event shall the increase in the salary schedule exceed 6% at each step.

MICHIGAN EDUCATION ASSOCIATION

Pay Range in Hourly Amounts
1978-1979

Class Code	Class Title	Pay Step Number		STEP					
		Min.	Max.	A	B	C	D	E	F
001	Membership Clerk	5	10	\$4.45	\$4.67	\$4.91	\$5.16	\$5.42	\$5.68
002	Membership Processing Coordinator	8	13	5.16	5.42	5.68	5.97	6.28	6.58
003	Word Processing Unit Operator	7	12	4.91	5.16	5.42	5.68	5.97	6.28
004	Word Processing Unit Coordinator	10	15	5.68	5.97	6.28	6.58	6.91	7.26
005	Switchboard Operator/Receptionist	5	10	4.45	4.67	4.91	5.16	5.42	5.68
011	Bookkeeper	6	11	4.67	4.91	5.16	5.42	5.68	5.97
012	Head Bookkeeper	10	15	5.68	5.97	6.28	6.58	6.91	7.26
015	Payroll Clerk	8	13	5.16	5.42	5.68	5.97	6.28	6.58
018	Accountant	14	19	6.91	7.26	7.62	8.00	8.41	8.82
021	Secretary	6	11	4.67	4.91	5.16	5.42	5.68	5.97
022	Senior Secretary	11	16	5.97	6.28	6.58	6.91	7.26	7.62
025	Field Secretary	7	12	4.91	5.16	5.42	5.68	5.97	6.28
026	Zone Secretary	10	15	5.68	5.97	6.28	6.58	6.91	7.26
029	Editorial Assistant	7	12	4.91	5.16	5.42	5.68	5.97	6.28
101	Bindery Assistant	1	06	3.67	3.85	4.04	4.24	4.45	4.67
102	Layout and Bindery Assistant	7	12	4.91	5.16	5.42	5.68	5.97	6.28
103	Addressing Equipment Operator	7	12	4.91	5.16	5.42	5.68	5.97	6.28
104	Bindery Machine Operator	6	11	4.67	4.91	5.16	5.42	5.68	5.97
105	Offset/Duplicator Operator	8	13	5.16	5.42	5.68	5.97	6.28	6.58
106	Chief Offset/Duplicator Operator	11	16	5.97	6.28	6.58	6.91	7.26	7.62
201	Housekeeper	1	06	3.67	3.85	4.04	4.24	4.45	4.67
203	Assistant Building Engineer	11	16	5.97	6.28	6.58	6.91	7.26	7.62
204	Building Engineer	14	19	6.91	7.26	7.62	8.00	8.41	8.82
205	Mail/Supply Room Clerk	1	06	3.67	3.85	4.04	4.24	4.45	4.67
206	Mailroom Coordinator	8	13	5.16	5.42	5.68	5.97	6.28	6.58
207*	Supply Room Coordinator	12	17	6.28	6.58	6.91	7.26	7.62	8.00
301	Library Technician	9	14	5.42	5.68	5.97	6.28	6.58	6.91

*The wage steps for the 207 Supply Room Coordinator position will be reduced to steps 11-16 when the current employee leaves the position.

SECOND YEAR (September 1, 1978 through August 31, 1979)--The wage schedule will be subject to a cost-of-living adjustment of a minimum of 5.5% to a maximum of 6.5% improvement.

The cost-of-living adjustment will be as shown by the Bureau of Labor Statistics' Department of Labor's CPI report, Urban Wage Earners & Clerical Workers, U. S. City Average for the fiscal period increase July, 1977 through June, 1978.

THIRD YEAR (September 1, 1979 through August 31, 1980)--The wage schedule will be subject to a cost-of-living adjustment of a minimum of 5.5% to a maximum of 7% improvement.

The cost-of-living adjustment will be as shown by the Bureau of Labor Statistics' Department of Labor's CPI report, Urban Wage Earners & Clerical Workers, U. S. City Average for the fiscal period increase July, 1978 through June, 1979.

MINNESOTA EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

	<u>C</u>	<u>B</u>	<u>A</u>
1.	\$17,695	\$18,552	\$19,636
2.	18,608	19,465	20,606
3.	19,521	20,378	21,576
4.	20,434	21,291	22,546
5.	21,347	22,204	23,516
6.	22,260	23,117	24,486
7.	23,173	24,030	25,456
8.	24,087	24,943	26,426
9.	24,999	25,856	27,396
10.	25,912	26,769	28,366
11.	26,825	27,682	29,336

MINNESOTA EDUCATION ASSOCIATION

Support Staff Salary Schedule
1977-1978

Grade	1	2	3	4	5	6	7	8
1	439.20	460.62	482.04	503.46	524.90	546.31	567.74	594.52
2	460.62	482.04	503.46	524.90	546.31	567.74	594.52	621.30
3	482.04	503.46	524.90	546.31	567.74	594.52	621.30	648.08
4	503.46	524.90	546.31	567.74	594.52	621.30	648.08	674.86
5	524.90	546.31	567.74	594.52	621.30	648.08	674.86	701.64
6	546.31	567.74	594.52	621.30	648.08	674.86	701.64	728.42
7	567.74	594.52	621.30	648.08	674.86	701.64	728.42	760.55
8	594.52	621.30	648.08	674.86	701.64	728.42	760.55	792.70
9	621.30	648.08	674.86	701.64	728.42	760.55	792.70	824.31
10	648.08	674.86	701.64	728.42	760.55	792.70	824.31	856.76
11	674.86	701.64	728.42	760.55	792.70	824.31	856.96	889.10
12	701.64	728.42	760.55	792.70	824.31	856.96	889.10	926.60

MINNESOTA EDUCATION ASSOCIATION

Support Staff Job Classifications
1977-1978

GRADE 12

Printer

GRADE 11

Secretary to Deputy Director
Governmental Relations Secretary
Negotiations Secretary
Field Services Secretary

GRADE 10

Legal Secretary
Public Relations Secretary
I & PD Secretary
Research Specialist

GRADE 9

Economic Services Secretary
Reception/Switchboard Operator
Associate Programs Secretary
Accounting Clerk
Advocate Secretary
IFO Secretary
MCCFA Secretary
Custodian

GRADE 8

General Clerk
Membership Processing Clerk

GRADE 7

Membership Clerk

GRADE 4

Print Shop Clerk
Mail Clerk
Janitoress

MISSISSIPPI ASSOCIATION OF EDUCATORS

Professional Staff Salary Schedule
1978-1979

<u>Step</u>	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree + 30</u>
0	\$13,100	\$13,800	\$14,500
1	13,300	14,000	14,700
2	13,500	14,200	14,900
3	13,700	14,400	15,100
4	13,900	14,600	15,300
5	14,100	14,800	15,500
6	14,300	15,000	15,700
7	14,500	15,200	15,900
8	14,700	15,400	16,100
9	14,900	15,600	16,300
10	15,100	15,800	16,500
11	15,300	16,000	16,700
12	15,500	16,200	16,900
13	15,700	16,400	17,100
14	15,900	16,600	17,300

Support Staff Salary Schedule
1978-1979

<u>Step</u>	<u>Salary</u>
0	\$ 6,600
1	6,950
2	7,300
3	7,650
4	8,000
5	8,350
6	8,700
7	9,050
8	9,400
9	9,750
10	10,100
11	10,450

MISSISSIPPI ASSOCIATION OF EDUCATORS

Support Staff Salary Schedule
(Continued)

- 24.3 A pro-rata supplement of up to ten percent (10%) of Step 11 on the Support Staff schedule shall be added to the salaries of Support employees with assigned financial bookkeeping duties based on the actual amount of time spent keeping books.
- 24.4 The salary schedule for the custodian-mail clerk shall be \$5,550.
- 24.5 Placement on the Professional Staff schedule shall be based on one step for each year of full-time Association staff experience and/or experience in the teaching profession as a teacher, administrator or supervisor. Placement on the Support Staff schedule shall be based on one step for each year of Association work experience. No new employee on the Professional Staff shall bring more than five (5) years experience into the association.
- 24.6 A minimum of an earned Bachelor's Degree shall be required for employment as a Professional Staff employee.
- 24.7 The salary schedules shall take effect beginning 12:01 a.m., September 1 of the contract year(s) and be in effect until 12:00 p.m., August 31 of the contract year(s).

MISSOURI NATIONAL EDUCATION ASSOCIATION
Professional & Support Staff Salary Schedule
 1978-1979

Professional Staff

<u>Step</u>	<u>78-79</u> <u>Salary</u>	<u>79-80</u> <u>Salary</u>	<u>Step</u>	<u>78-79</u> <u>Salary</u>	<u>79-80</u> <u>Salary</u>
0	\$17,061	\$17,536	5	\$22,011	\$22,486
1	18,051	18,526	6	23,001	23,476
2	19,041	19,516	7	23,991	24,466
3	20,031	20,506	8	24,981	25,456
4	21,021	21,496	9	25,971	26,446

Technical Staff

<u>Step</u>	<u>78-79</u> <u>Salary</u>	<u>79-80</u> <u>Salary</u>	<u>Step</u>	<u>78-79</u> <u>Salary</u>	<u>79-80</u> <u>Salary</u>
0	\$10,496	\$10,901	5	\$14,766	\$15,171
1	11,350	11,755	6	15,620	16,025
2	12,204	12,609	7	16,474	16,879
3	13,058	13,463	8	17,328	17,733
4	13,912	14,317	9	18,182	18,587

Administrative & Clerical Staff

Bookkeeper, Membership Assistant

<u>Step</u>	<u>78-79</u> <u>Salary</u>	<u>79-80</u> <u>Salary</u>	<u>Step</u>	<u>78-79</u> <u>Salary</u>	<u>79-80</u> <u>Salary</u>
0	\$ 8,216	\$ 8,580	5	\$12,006	\$12,370
1	8,974	9,338	6	12,764	13,128
2	9,732	10,096	7	13,522	13,886
3	10,490	10,854	8	14,280	14,644
4	11,248	11,612	9	15,038	15,402

Secretary

<u>Step</u>	<u>78-79</u> <u>Salary</u>	<u>79-80</u> <u>Salary</u>	<u>Step</u>	<u>78-79</u> <u>Salary</u>	<u>79-80</u> <u>Salary</u>
0	\$ 5,956	\$ 6,311	5	\$ 9,656	\$10,011
1	6,696	7,051	6	10,396	10,751
2	7,436	7,791	7	11,136	11,491
3	8,176	8,531	8	11,876	12,231
4	8,916	9,271	9	12,616	12,971

Clerk-Typist

<u>Step</u>	<u>78-79</u> <u>Salary</u>	<u>Step</u>	<u>78-79</u> <u>Salary</u>
0	\$ 5,796	5	\$ 8,446
1	6,326	6	8,976
2	6,856	7	9,506
3	7,386	8	10,036
4	7,916	9	10,566

MONTANA EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

<u>Step</u>	<u>Base Salary</u>
1.0	\$13,711
1.1	15,082
1.2	16,453
1.3	17,824
1.4	19,195
1.5	20,566
1.6	21,937
1.7	23,308
1.8	24,679
1.9	26,050
2.0	27,422

Longevity Increment

After twenty years of service to the MEA, each employee shall receive an additional 3% of his/her negotiated salary; such stipend shall continue for each succeeding year of employment thereafter.

Support Staff Salary Schedule
1978-1979

Schedule A

<u>Step</u>	<u>Salary</u>
1	\$ 8,000
2	8,360
3	8,736
4	9,129
5	9,539
6	9,968
7	10,416
8	10,884
9	11,373
10	11,884
11	12,418
12	12,976
13	13,559
14	14,169
15	14,806
16	15,473
17	16,169
18	16,895
19	17,657
20	18,451

Schedule B

<u>Step</u>	<u>Salary</u>
1	\$ 9,000
2	9,405
3	9,828
4	10,270
5	10,732
6	11,214
7	11,718
8	12,245
9	12,796
10	13,371
11	13,972
12	14,600
13	15,257
14	15,943
15	16,660
16	17,409
17	18,192
18	19,010
19	19,865
20	20,758

A -- Secretary, Secretary-Receptionist, Secretary-Bookkeeper

B -- Membership Secretary, Machine Operator

NEBRASKA STATE EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

Professional Level

1.00	\$18,100
1.065	19,277
1.13	20,453
1.195	21,630
1.26	22,806
1.325	23,983
1.39	25,159
1.455	26,336
1.52	27,512

Specialist Level

1.00	\$10,500
1.06	11,130
1.12	11,760
1.18	12,390
1.24	13,020
1.30	13,650
1.36	14,280
1.42	14,910
1.48	15,540
1.54	16,170

Secretarial Level

1.00	\$ 7,940
1.06	8,416
1.12	8,893
1.18	9,369
1.24	9,846
1.30	10,322
1.36	10,798
1.42	11,275
1.48	11,751
1.54	12,228
1.60	12,704

NEVADA STATE EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

<u>Years of Experience</u>	<u>Yearly Salary</u>
0	\$18,600.00
1	19,100.00
2	19,600.00
3	20,100.00
4	20,600.00
5	21,100.00
6	21,600.00

Support Staff Salary Schedule
1978-1979

Secretarial Staff

<u>Months</u>	<u>Monthly Salary</u>	<u>Annual Salary</u>
0	\$700.00	\$ 8,400.00
6	710.50	8,526.00
12	721.00	8,652.00
18	731.50	8,778.00
24	742.00	8,904.00
30	752.50	9,030.00
36	763.00	9,156.00
42	773.50	9,282.00
48	784.00	9,408.00
54	794.50	9,534.00
60	805.00	9,660.00

Bookkeeper/Membership Processor

0	751.00	9,012.00
6	761.92	9,143.00
12	772.83	9,274.00
18	783.75	9,405.00
24	794.67	9,536.00
30	805.58	9,667.00
36	816.15	9,798.00
42	827.42	9,929.00
48	838.33	10,060.00
54	849.25	10,191.00
60	860.17	10,322.00

NEW HAMPSHIRE EDUCATION ASSOCIATION

Management, Professional & Support Staff Salary Schedule
1978-1979

Definitions

Unit A - All full-time professional employees

Unit B - All other full-time employees not included in Unit A

Unit C - All part-time employees under contract employed for fewer hours than 7.5 hours per day excluding short term secretaries

Management Staff - Executive Director, Financial Administrator, Coordinator of Field Services, Confidential Secretary to the President and Executive Director

Unit A

Step 1 - \$14,800
Step 2 - 15,600
Step 3 - 16,400
Step 4 - 17,200
Step 5 - 18,000
Step 6 - 18,800
Step 7 - 19,600
Step 8 - 20,400
Step 9 - 21,200
Step 10 - 22,000
Step 11 - 22,800
Step 12 - 23,600

Units B & C (Note: Hourly rate by job classification.)

	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
1	2.66	3.07	3.13	3.28
2	2.89	3.31	3.39	3.56
3	3.12	3.55	3.65	3.84
4	3.35	3.79	3.91	4.12
5	3.58	4.03	4.17	4.40
6	3.81	4.27	4.43	4.68
7	4.04	4.51	4.69	4.96
8	4.27	4.75	4.95	5.24

NEW HAMPSHIRE EDUCATION ASSOCIATION

Management, Professional & Support Staff Salary Schedule
1978-1979

(Continued)

Job Classification Units B & C

I

Clerk Typist
Production Clerk
Receptionist
Pool Secretary

II

Membership Clerk
Bookkeeper

IV

III

UniServ Secretary
Secretary to the Executive Office
Accountant

Secretary to the Field Services
Coordinator

Salary Listing - NHEA/NEA Management Staff

Executive Director	\$30,000
Coordinator of Field Services	23,500
Financial Administrator	16,000
Confidential Secretary	11,000

Salary Listing - NHEA/NEA Professional Staff - Unit A & Support Staff -
Units B & C

UniServ Staff - 6 personnel - Average \$18,000
Staff Attorney - 12,000
Production Clerk - 5,500
Membership Clerk - 8,800
Receptionist - 6,400
Bookkeeper - 9,400
Secretaries (5) - 8,000 average

NEW JERSEY EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

No.	Executive Director	Director	Coordinator	Field Rep. Assoc. Dir. I Editor Data Pro. Mgr.	Assoc. Dir. II	Asst. Dir. I	Asst. Dir. II	Asst. Mgr. D.P.	Research Assoc.
	(2,048)	(1,734)	(1,500)	(1,419)	(1,419)	(1,237)	(1,183)	(924)	(737)
1.	41,616	29,094	26,119	24,619	23,200	20,622	18,044	15,042	13,993
2.	43,664	30,828	27,619	26,038	24,619	21,859	19,227	15,966	14,730
3.	45,712	32,562	29,119	27,457	26,038	23,096	20,410	16,890	15,467
4.	47,760	34,296	30,619	28,876	27,457	24,333	21,593	17,814	16,204
5.	49,808	36,030	32,119	30,295	28,876	25,570	22,776	18,738	16,941
6.	51,856	37,764	33,619	31,714	30,295	26,807	23,959	19,662	17,678
7.	53,904	39,498	35,119	33,133	31,714	28,044	25,142	20,586	18,415
8.	55,952	41,232	36,619	34,552	33,133	29,281	26,325	21,510	19,152
9.	58,000	42,966	38,119	35,971	34,552	30,518	27,508	22,434	19,889
10.	60,048	44,700	39,619	37,390	35,971	31,755	28,691	23,358	20,626
11.	62,096	46,434	41,119	38,809	37,390	32,992	29,874	24,282	21,363
12.	64,144	48,168	42,619	40,228	38,809	34,229	31,057	25,206	22,100
13.	66,192								

NEW JERSEY EDUCATION ASSOCIATION

Professional Staff Salary Schedule

1978-1979

(Continued)

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Increments</u>
Executive Director	\$41,616	\$66,192	12 @ \$2,048
Director	29,094	48,168	11 @ 1,734
Coordinator	26,119	42,619	11 @ 1,500
Field Representative			
Associate Director I			
Editor			
Data Processing Manager	24,619	40,228	11 @ 1,419
Associate Director II	23,200	38,809	11 @ 1,419
Assistant Director I	20,622	34,229	11 @ 1,237
Assistant Director II	18,044	31,057	11 @ 1,183
Asst. Mgr. Data Processing	15,042	25,206	11 @ 924
Research Associate	13,993	22,100	11 @ 737

1. Salary increment-adjustments shall place each employee not at a maximum one step higher than in the prior year.
2. Salaries which are currently between two steps shall be maintained at the same fractional part of an increment above the next step.

NEW JERSEY EDUCATION ASSOCIATION

General Staff Employees Salary Schedule
1978-1979

Range No.	Salary Range	Increment	Min.								
			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
9	12,927 - 18,103	647	12,927	13,574	14,221	14,868	15,515	16,162	16,809	17,456	18,103
8	11,926 - 16,702	597	11,926	12,523	13,120	13,717	14,314	14,911	15,508	16,105	16,702
7	11,180 - 15,676	562	11,180	11,742	12,304	12,866	13,428	13,990	14,552	15,114	15,676
6	10,435 - 14,595	520	10,435	10,955	11,475	11,995	12,515	13,035	13,555	14,075	14,595
5	9,691 - 13,571	485	9,691	10,176	10,661	11,146	11,631	12,116	12,601	13,086	13,571
4	9,410 - 13,178	471	9,410	9,881	10,352	10,823	11,294	11,765	12,236	12,707	13,178
3	8,943 - 12,511	446	8,943	9,389	9,835	10,281	10,727	11,173	11,619	12,065	12,511
2	8,199 - 11,471	409	8,199	8,608	9,017	9,426	9,835	10,244	10,653	11,062	11,471
1	7,455 - 10,431	372	7,455	7,827	8,199	8,571	8,943	9,315	9,687	10,059	10,431

NEW JERSEY EDUCATION ASSOCIATION

General Staff Employees Salary Schedule
1978-1979
(Continued)

<u>Title</u>	<u>Salary Range No.</u>	<u>Annual Increment</u>	<u>Range</u>	
			<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant N/L	9	647	\$12,927	18,103
Supervisor of Business Service N/L	9	647	12,927	18,103
Data Processing Programmer	9	647	12,927	18,103
Travel Supervisor N/L	9	647	12,927	18,103
Supervisor of Building	8	597	11,926	16,702
Supervisor of Duplicating Services	8	597	11,926	16,702
Senior Secretary	7	562	11,180	15,676
Data Processing Supervisor	7	562	11,180	15,676
Computer Operator-Programmer	6	520	10,435	14,595
Principal Offset Machine Operator	5	485	9,691	13,571
Principal Clerk-Buyer	5	485	9,691	13,571
Principal Clerk-Bookkeeper	5	485	9,691	13,571
Principal Clerk	5	485	9,691	13,571
Secretary I	5	485	9,691	13,571
Data Entry Supervisor	5	485	9,691	13,571
Secretary II	4	471	9,410	13,178
Senior Clerk I	3	446	8,943	12,511
Senior Clerk-Typist	3	446	8,943	12,511
Statistical Clerk	3	446	8,943	12,511
Senior Clerk II	2	409	8,199	11,471
Clerk-Stenographer	2	409	8,199	11,471
Data Entry Clerk	2	409	8,199	11,471
Receptionist	2	409	8,199	11,471
Clerk Typist	2	409	8,199	11,471
Clerk	1	372	7,455	10,431

NATIONAL EDUCATION ASSOCIATION-NEW MEXICO

Professional & Support Staff Salary Schedule
1978-1979

<u>Position</u>	<u>Salary</u>
Executive Director	\$36,720.00
Deputy Executive Director	29,376.00
Assistant Executive Director	27,540.00
Coordinator of UniServ & Bus. Mgr.	23,868.00
UniServ	21,023.00
UniServ	20,301.00
UniServ	19,931.00
UniServ	19,688.00
UniServ	19,333.00
UniServ	18,273.00
Administrative Assistant	13,586.40
Secretary	12,036.60
Secretary	12,002.04
Secretary	8,737.20
Secretary	8,100.00
Secretary	6,480.00
Custodian (2)	8,100.00
Maintenance Supervisor	12,197.52
Printer	10,252.44

NEW YORK EDUCATORS ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

Bargaining Unit Personnel

Support Staff

Legal Secretary
Receptionist/Typist
Secretary
Office Assistant

Production Assistant
Accounting Assistant B
Data Entry Specialist

RANGE: \$8,610 to \$13,774 in 8 steps

Professional I

Accounting Assistant A
Legislative Secretary
Graphics Specialist

RANGE: \$11,106 to \$17,321 in 8 steps

Professional II

Coordinator of Research	Editor
Coordinator of Professional Services	Staff Attorney
Communications Specialist	

RANGE: I - \$17,000 to \$24,000
II - \$24,001 to \$26,700
III - \$26,701 to \$30,171

Professional III

UniServ Representative
Teacher Rights Specialist
Coordinator of Special Services

RANGE: \$18,000 to \$31,809 in 7 steps

NORTH CAROLINA ASSOCIATION OF EDUCATORS

Executive Secretary and Associate Executive Secretary
1978-1979

<u>Step</u>	<u>Salary</u>
1	\$29,307
2	31,457
3	33,607
4	35,757
5	37,907
6	40,057

Step #5 is the top salary for the Associate Executive Secretary.

NORTH CAROLINA ASSOCIATION OF EDUCATORS

Professional & Support Staff Salary Schedules
1978-1979

	<u>Steno</u>	II	III	<u>Accounting Clerk</u>			<u>Special Services</u>	
	I			I	II	III	I	II
6,231	1							
6,457	2							
6,709	3			1				
6,987	4	1		2				
7,264	5	2		3				
7,566	6	3		4	1			
7,881	7	4	1	5	2			
8,221	8	5	2	6	3			
8,574		6	3	7	4			
8,927		7	4	8	5	1		
9,305		8	5		6	2		
9,696			6		7	3		
10,099			7		8	4		
10,527			8			5	1	
10,981						6	2	
11,460						7	3	
11,964						8	4	1
12,493							5	2
13,047							6	3
13,639							7	4
14,244							8	5
14,874								6
15,542								7
16,260								8

<u>Asst. Exec. Sec.</u>		<u>Directors & UniServ</u>		<u>Assistants</u>		<u>Comptroller</u>	
Step	Salary	Step	Salary	Step	Salary	Step	Salary
0	20,691	0	15,018	0	15,018	0	16,165
1	21,661	1	15,543	1	15,543	1	16,629
2	22,687	2	16,095	2	16,095	2	17,093
3	23,767	3	16,822	3	16,822	3	17,557
4	24,903	4	17,585	4	17,585	4	18,020
5	25,999	5	18,403	5	18,403	5	18,484
6	27,237	6	19,199	6	19,199	6	18,948
7	29,074	7	20,021	7	20,021	7	19,412
8	30,057	8	20,879	8	20,879	8	19,875
		9	21,824				
		10	22,935				

NORTH DAKOTA EDUCATION ASSOCIATION

Professional and Support Staff Salary Schedule
1978-1979

<u>Position</u>	<u>Salary</u>
Executive Director	\$32,500
Assistant Executive Director	22,800
Assistant Executive Director Communications	27,056
UniServ Director	22,350
UniServ Director	18,000
Administrative Assistant	16,500
Editorial Intern	9,900
Secretary	9,900
Secretary	8,600
Membership Clerk (part-time)	6,400

OHIO EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

<u>Position</u>	<u>Low</u>	<u>High</u>
Deputy Executive Secretary	Negotiated	\$46,208
Assistant Executive Secretary	Negotiated	46,208
Business Manager	Negotiated	42,400
General Counsel	Negotiated	42,400
Legal Plan Administrator	Negotiated	33,156
Directors	\$28,674	42,400
Assistant Directors	24,555	39,080
Coordinators	24,555	34,445
Organizer	22,848	31,845
UniServ Consultants & Communication Consultants	22,848	31,845
Supervisor of Printing & Mailing	22,848	31,845
Associates in IPD and Governmental Services	22,848	31,845
Managing Editor	22,848	31,845
Coordinator of News Services	22,848	31,845
Communications Assistants	20,728	25,548
Administrative Assistant	12,698	18,760
Supervising Secretaries	10,946	16,172
Legal Secretary, Administrative Secretaries & Building Superintendent	10,415	15,388
Account Assistant, Advertising Assistant, Divisional Secretaries & Communication Technicians	9,910	14,642
Data Entry Assistant & Supervising Technicians	9,424	13,923
Secretary & Printing & Mailing Operator	8,995	13,290
Clerical Assistant & Design Assistant	8,565	12,653
Clerk-Typist	8,131	12,014
Utility Clerk	7,756	11,459
Custodian	7,001	10,343
Clerk & Guard	6,350	9,383

Increases for the following two years will be 6% in each year.

OKLAHOMA EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

<u>POSITION</u>	<u>SALARY</u>
Executive Director	\$38,805.01
Deputy Executive Director	28,801.50
Division Manager (2)	24,687.00
Division Manager	20,572.50
Administrative Assistant	19,886.75
Administrative Assistant	16,800.88
Government Relations	19,250.75
Public Relations (2)	15,750.00
Public Relations	14,000.00
Printer	11,544.00
PN/Research	25,900.00
Teacher Rights	22,750.00
Special Services	25,900.00
UniServ (2)	25,900.00
UniServ	22,750.00
UniServ (2)	19,250.00
UniServ	17,500.00
UniServ (3)	15,750.00
UniServ 1 and UniServ 8	14,000.00
Secretary	12,156.00
Secretary	10,968.00
Secretary (2)	9,852.00
Secretary (2)	9,336.00
Secretary (2)	8,352.00
Secretary (2)	7,452.00
Secretary (2)	7,032.00
Custodian-Engineer	10,404.00

OREGON EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

<u>Step</u>	<u>Salary</u>
0	\$21,000
1	21,700
2	22,731
3	23,762
4	24,792
5	25,823
6	26,854
7	27,885
8	28,915
9	29,946
10	30,977
Longevity I	32,008
Longevity II	32,508

Longevity I: Based on 10 or more years experience credit with less than 10 years in OEA.

Longevity II: Based on 10 or more years experience credit with more than 10 years in OEA.

Each permanent employee shall advance one level per year of experience on the schedule until level ten (10) is attained. A newly hired employee who shall have completed nine (9) months service as of July 1 shall receive an incremental increase on his/her employment anniversary date.

Employees covered by this Agreement shall not be paid additional salary or enjoy any fringe benefit directly or indirectly by OEA or any affiliate of OEA that is not expressly stated in this Agreement.

OREGON EDUCATION ASSOCIATION

Support Staff Salary Schedule
1978-1979

	I	II	III	IV
<u>Step</u>	<u>Clerk</u>	<u>Secretary</u>	<u>UniServ Secretary</u>	<u>Specialist</u>
0	\$ 8,337	\$ 8,825	\$ 9,025	\$10,284
1	8,637	9,125	9,325	10,584
2	8,937	9,425	9,625	10,884
3	9,237	9,725	9,925	11,184
4	9,537	10,025	10,225	11,484
5	9,837	10,325	10,525	11,784
6	10,137	10,625	10,825	12,084
7	10,437	10,925	11,125	12,384
8	10,737	11,225	11,425	12,684
9	11,037	11,525	11,725	12,984
10	11,337	11,825	12,025	13,284
11	11,637	12,125	12,325	13,584

Average Teacher Salary for 1976-77 = \$13,140 (1)

Average Teacher Salary for 1977-78 = \$13,988

1. 6.5 percent was applied to the base salary for each column.
2. Experience increment was continued at \$300 per step.
3. New UniServ Secretary column same as II plus \$200.
4. Technician column eliminated.

(1) Salary on which the Representative Assembly-approved dues for 1976-77 were based.

OVERSEAS EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

<u>Position</u>	<u>Salary</u>
Executive Director	\$30,000
UniServ Director	20,000
UniServ Director	19,000
Administrative Assistant	15,100
Secretaries	\$6.00-7.00 per hour

PENNSYLVANIA STATE EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

(July 1, 1978-June 30, 1979)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
I	16,350	17,350	18,350	19,350	20,350	21,350	22,350	23,350	24,350	25,350	26,350	27,350
II	18,750	19,750	20,750	21,750	22,750	23,750	24,750	25,750	26,750	27,750	28,750	29,750
III	20,750	21,750	22,750	23,750	24,750	25,750	26,750	27,750	28,750	29,750	30,750	31,750
IV	22,900	23,900	24,900	25,900	26,900	27,900	28,900	29,900	30,900	31,900	32,900	33,900
V	17,000	18,500	20,000	21,500	23,000	24,500	26,000	27,500	29,000	30,500	32,000	33,500

(July 1, 1979-June 30, 1980)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
I	17,250	18,250	19,250	20,250	21,250	22,250	23,250	24,250	25,250	26,250	27,250	28,250
II	19,650	20,650	21,650	22,650	23,650	24,650	25,650	26,650	27,650	28,650	29,650	30,650
III	21,650	22,650	23,650	24,650	25,650	26,650	27,650	28,650	29,650	30,650	31,650	32,650
IV	23,650	24,650	25,650	26,650	27,650	28,650	29,650	30,650	31,650	32,650	33,650	34,650
V	18,000	19,500	21,000	22,500	24,000	25,500	27,000	28,500	30,000	31,500	33,000	34,500

Members exceeding the scheduled maximum shall be entitled to receive during the first year that they are off scale ninety (90) percent of the general increase (including salary and increment); seventy-five (75) percent of such general increase during the second year off scale; and sixty (60) percent of the general increase during the third year off scale.

The general increase referred to in the preceeding paragraph shall equal \$2,000 for the 1977-78 year, \$1,800 for the 1978-79 year, and \$1,750 for the 1979-1980 year.

- I - Programmer Analyst; Labor Decision Analyst; Building Superintendent
- II - Staff Artist
- III - Assistant Directors; UniServ Staff; Assistant for Field Administrative Services
- IV - Regional Field Directors; Directors
- V - Staff Attorney

PENNSYLVANIA STATE EDUCATION ASSOCIATION

Salary Provisions for Professional Staff
1978-1979

20.1 Final Salary

Salaries shall be increased to the maximum of the proper pay range for employees who are approaching retirement in their final year of employment provided they have a minimum of twenty (20) years of service with the Association and a letter of intention to retire at the end of the salary year involved with the proviso that if the retirement does not take place as stated, any such increase, less the scheduled increment, will be refunded.

20.2 Prior Service Credit for Salary Placement Purposes

Professional staff members who have served as full time professional staff members of the PSEA, other state education associations, or the National Education Association shall be granted full credit for such service for the purpose of salary placement on the PSEA professional staff salary schedule.

20.3 Professional Staff Salary Adjustment

Any staff member who has negotiated at the time of employment a salary in excess of the minimum salary in effect at that time shall continue to receive such negotiated increments in all future salaries in excess of all other mandated salaries, retroactive to the time of employment but not to exceed the maximum for the position.

20.4 Compensatory Time

Members of the professional staff who work on Sundays and days scheduled as holidays for the Association staff shall be granted compensatory time for those Sundays and holidays on which they work. Compensatory time in such instances and other mitigating circumstances will be scheduled with the executive director through whoever has immediate supervisory responsibility.

20.5 Step Placement on Salary Schedule

Professional staff employees beginning employment prior to March 1 of any contract year shall be moved to the next step on the salary schedule the following July 1.

PENNSYLVANIA STATE EDUCATION ASSOCIATION

Associate Staff Salary Schedule
1978-1979

(July 1, 1978-June 30, 1979)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
A	\$ 8,600	\$ 9,400	\$10,200	\$11,000	\$11,800	\$12,600	\$13,400	\$14,200	\$15,000	\$15,800	\$16,600	\$17,400
B	8,900	9,400	9,900	10,400	10,900	11,400	11,900	12,400	12,900	13,400	13,900	14,400
C	8,400	8,900	9,400	9,900	10,400	10,900	11,400	11,900	12,400	12,900	13,400	13,900
D	7,700	8,125	8,550	8,975	9,400	9,825	10,250	10,675	11,100	11,525	11,950	12,375
E	7,300	7,700	8,100	8,500	8,900	9,300	9,700	10,100	10,500	10,900	11,300	11,700
F	7,200	7,575	7,950	8,325	8,700	9,075	9,450	9,825	10,200	10,575	10,950	11,325

(July 1, 1979-June 30, 1980)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
A	\$ 8,675	\$ 9,475	\$10,275	\$11,075	\$11,875	\$12,675	\$13,475	\$14,275	\$15,075	\$15,875	\$16,675	\$17,475
B	9,275	9,775	10,275	10,775	11,275	11,775	12,275	12,775	13,275	13,775	14,275	14,775
C	8,775	9,275	9,775	10,275	10,775	11,275	11,775	12,275	12,775	13,275	13,775	14,275
D	8,150	8,575	9,000	9,425	9,850	10,275	10,700	11,125	11,550	11,975	12,400	12,825
E	7,775	8,175	8,575	8,975	9,375	9,775	10,175	10,575	10,975	11,375	11,775	12,175
F	7,700	8,075	8,450	8,825	9,200	9,575	9,950	10,325	10,700	11,075	11,450	11,825

PENNSYLVANIA STATE EDUCATION ASSOCIATION

Associate Staff Salary Schedule
1978-1979

- A - Data Operations Supervisor; Programmer II
- B - Principal Assistant; Production Supervisor; Senior Computer Operator
- C - Multilith Operator; Secretary to Governance; Research Assistant;
Data Conversion Supervisor; Legal Secretaries; Mailing Operations
Supervisor; Editorial Assistant
- D - Secretary; Statistical Clerk III; Bookkeeper Assistant/Typist; Graphic
Aide; Data Conversion Operator II
- E - Clerk Typist II; Statistical Clerk II; Membership Clerk; Data Conversion
Operator I
- F - Statistical Clerk I; Multilith Operator I; Receptionist; Assistant
Driver/Messenger; Clerk Typist I; Data Control Clerk

Members exceeding the scheduled maximum shall be entitled to receive during the first year that they are off scale ninety (90) percent of the general increase (including salary and increment) plus an increment equalization adjustment provided in the first year of the agreement; then eighty (80) percent of the general increase during the second year off scale; and seventy (70) percent of the general increase during the third year off scale.

The general increase referred to in the preceeding paragraph shall equal \$1,000 for the 1977-1978 year, \$900 for the 1978-1979 year, and \$875 for the 1979-1980 year.

Longevity increments as provided in 21.4 shall be in the following amounts:

- A - \$800
- B - \$600
- C - \$500
- D - \$425
- E - \$400
- F - \$375

Salary Provisions for Associate Staff

21.1 Adjustment to Minimum

Each employee is to be adjusted immediately to applicable new minimum on the basis of years of service with fraction of years now recorded counted as completed years of service if fraction is one half year or beyond. New salary to be set at the resulting next higher step. No employee shall be demoted in position under the provision of this schedule.

21.2 Maintenance of Classification

Maintenance of all employees in present classification or movement to higher classification.

21.3 Transfer Upward

Transfer upward in classification for present staff employees after advertisement of openings among the total staff. Application for change in classification may be made after notifying the immediately responsible professional staff member.

ASOCIACION DE MAESTROS DE PUERTO RICO

Management, Professional and Support Staff Salary Schedule
1978-1979

<u>Position</u>	<u>Monthly Salary</u>
Presidente (President)	\$1,997.00
Secretaria Ejecutiva (Executive Secretary)	1,997.00

Management Staff

Ayudante del President (Presidential Assistant)	1,000.00
Subsecretario Ejecutivo (Assistant to the Executive Secretary)	1,418.00
Auditor (Auditor)	1,800.00
Subauditor (Assistant to the Auditor)	849.00
Directora de Personal (Personnel Director)	1,199.00
Supervisor Archivos (Filing Supervisor)	546.00
Directora Turismo (Director of Tourism)	1,007.00
Subdirectora Turismo (Assistant Director of Tourism)	722.00
Dir. Division of Proces. Data (Dir. of Data Processing)	1,500.00
Oficial Relaciones Públicas (Public Relations Officer)	1,000.00
Oficial Asistente Rel. Públicas (Asst. Public Relations Off.)	715.00
Tesorero (Treasurer)	1,650.00
Subtesorero (Assistant Treasurer)	1,100.00
Directora Admisiones (Director of Admissions)	1,194.00
Dir. Division Seguros (Dir. of the Insurance Division)	1,000.00
Subdirectora Div. Seguros (Asst. Dir. of the Insurance Div.)	849.00
Dir. Programa Serv. Medicos (Dir. of Medical Serv. Programs)	1,650.00
Dir. Asociado de Serv. Medicos (Assoc. Dir. of Medical Serv. Programs)	1,375.00
Dir. Consultorio Central (Director of the Central Clinic)	1,650.00
Admin. Centro Diag. y Tratamiento (Administrator of Diagnostic & Treatment Center)	1,000.00
Supervisor Consultorio (Clinic Supervisor)	715.00
Administrador Egida (Administrator of the Nursing Home)	1,243.00
Asesor Artes Graficas (Graphic Arts Advisor)	1,300.00
Coordinador Central (Central Coordinator)	1,430.00
Jefe Compras Y Suministros (Director of Purchasing)	1,418.00

Professional Staff

Oficial Enlace (Liaison Officer)	750.00
Secretaria Administrativa (Administrative Secretary)	1,000.00
Asesor General (General Advisor)	250.00
Coordinador Regional (Regional Coordinator)	1,000.00
Coordinador Regional (Regional Coordinator)	1,100.00
Supervisor Limpieza y Mantenimiento (Maintenance Supervisor)	655.00
Especialista en Contabilidad (Accounting Specialist)	714.00
Jefe Seccion Intervencion Cuentas (Chief of Bill Pre-audit Div.)	778.00

Professional Staff Continued

Supervisor Grupo Trabajo (Work Group Supervisor)	\$ 655.00
Programador I (Programmer)	963.00
Jefe Seccion Maquinas Perf. y Verificadoras (Supervisor of Key Punching)	655.00
Supervisor Recaudaciones (Supervisor of Accounts Receivable)	798.00
Supervisor Investigaciones (Supervisor of Investigations)	660.00
Directora Servicios Enfermeria (Director of Nursing Services)	880.00
Supervisora Citas (Appointments Supervisor)	633.00
Administradora Enfermeras (Administrator of Nursing)	747.00
Medico Generalista (General Practitioner)	2,200.00
Oficial Administrativo (Administrative Officer)	253.00
Oficial de Estadisticas (Statistical Officer)	715.00
Supervisor Facturacion y Cobros (Supervisor of Invoices & Accounts Receivable)	750.00
Supervisor Admisiones (Admissions Supervisor)	600.00

Support Staff

Oficinista Taquigrafo III (Stenographer III)	682.00
Conductor Autos (Chauffer)	528.00
Oficinista Dactilografo I (Clerk Typist I)	486.00
Oficinista Taquigrafo II (Stenographer II)	547.00
Oficinista I (Clerk I)	414.70
Operador Cuadro Telefonico (Switchboard Operator)	448.00
Mensajero (Messenger)	486.00
Conserje (Janitor)	414.70
Tecnico Refrigeracion (Air Conditioning Technician)	735.00
Ayudante Tecnico Refrigeracion (Asst. Air Conditioning Tech.)	450.00
Carpintero (Carpenter)	500.00
Pintor (Painter)	450.00
Oficinista Presupuesto (Budget Clerk)	480.00
Oficinista Contabilidad (Accounting Clerk)	480.00
Oficinista Codificacion (Filing Clerk)	486.00
Oficinista Datilografo III (Clerk Typist III)	682.00
Operador Maq. Proces. Data (Data Processing Operator)	625.00
Oficial Recaudaciones (Officer of Accounts Receivable)	682.00
Oficinista II (Clerk II)	486.00
Oficinista Dactilografo II (Clerk Typist II)	528.00
Oficinista III (Clerk III)	528.00
Oficinista Estadisticas (Statistics Clerk)	423.00
Enfermera Practica (Registered Nurse)	400.00
Jardinero (Gardener)	414.70

NATIONAL EDUCATION ASSOCIATION-RHODE ISLAND

Professional Staff Salary Schedule
1978-1979

<u>Year</u>	<u>Salary</u>
1st and 2nd	Negotiable
3rd	\$26,405
4th	27,865
5th	28,652
6th	29,214
7th	29,888
8th	30,899
9th	31,686

Office Staff Salary Schedule
1978-1979

<u>Year</u>	<u>Salary</u>
1st	Negotiable
2nd	\$ 8,701
3rd	9,388
4th	9,846
5th	10,419
Maximum	11,907

THE SOUTH CAROLINA EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

		Custodial	Clerical	Sect'y.	Persnl. Sect'y.	Technical	Specialist	UniServ	Manager
Base		5,575	6,150	6,975	7,225	7,775	10,550	14,100	14,100
<u>% inc.</u>	<u>step</u>								
	0	5,575	6,150	6,975	7,225	7,775	10,550	14,100	14,100
	$\frac{1}{2}$						10,814	14,453	14,453
.05	1	5,854	6,457	7,324	7,586	8,164	11,077	14,805	14,805
	$\frac{1}{2}$						11,341	15,157	15,157
.05	2	6,133	6,764	7,673	7,947	8,553	11,604	15,510	15,510
	$\frac{1}{2}$						11,973	16,003	16,003
.07	3	6,523	7,194	8,161	8,453	9,097	12,342	16,497	16,497
.07	4	6,913	7,624	8,649	8,959	9,641	13,080	17,484	17,484
.07	5	7,303	8,054	9,137	9,465	10,185	13,818	18,471	18,471
.07	6	7,693	8,484	9,625	9,971	10,729	14,556	19,458	19,458
.05	7	7,972	8,791	9,974	10,332	11,118	15,083	20,163	20,163
.05	8	8,251	9,098	10,323	10,693	11,507	15,610	20,868	20,688
.05	9	8,530	9,405	10,672	11,054	11,896	16,137	21,573	21,573

6% increase every 2 years for all categories beyond the ninth (9th) step.

SOUTH DAKOTA EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

Base \$9,200 - Effective July 1, 1978.

<u>Step</u>	<u>Administrative Assistant/ Office Manager</u>		<u>UniServ Director</u>		<u>Director</u>	
1	1.10	10,120	1.90	17,480	1.95	17,940
2	1.17	10,764	1.98	18,216	2.03	18,676
3	1.24	11,408	2.07	19,044	2.12	19,504
4	1.31	12,052	2.16	19,872	2.21	20,332
5	1.38	12,696	2.25	20,700	2.32	21,344
6	1.45	13,340	2.34	21,528	2.39	21,988
7	1.52	13,984	2.43	22,356	2.48	22,816
8	1.59	14,628	2.51	23,092	2.56	23,552
9	1.66	15,272	2.59	23,828	2.64	24,288
10	1.73	15,916	2.67	24,564	2.72	25,024
11		(17,562)	2.75	25,300	2.80	25,760

<u>Step</u>	<u>UniServ Secretary</u>		<u>Secretary</u>		<u>Records Manager</u>	
1	.70	6,440	.75	6,900	.85	7,820
2	.75	6,900	.80	7,360	.91	8,372
3	.80	7,360	.85	7,820	.97	8,924
4	.85	7,820	.90	8,280	1.03	9,476
5	.90	8,280	.95	8,740	1.09	10,028
6	.95	8,740	1.00	9,200	1.15	10,580
7	1.00	9,200	1.05	9,660	1.21	11,132
8	1.05	9,660	1.10	10,120	1.27	11,684
9	1.10	10,120	1.15	10,580	1.33	12,236
10	1.15	10,580	1.20	11,040 (11,373)	1.39	12,788 (13,986)

5% = 460

5% = 460

6% = 552

TENNESSEE EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

Level/Years of Experience	0	1	2	3	4	5	6	7	8	9	10
Index Specialist	.83 \$12,397	.87 \$12,994	.92 \$13,741	.96 \$14,339	1.01 \$15,085	1.05 \$15,683	1.10 \$16,430	1.14 \$17,027	1.19 \$17,774	1.23 \$18,371	1.28 \$19,118
Index UniServ Reps. Assistants Business Mgr. Coordinators	1.00 14,936	1.05 15,683	1.11 16,579	1.16 17,326	1.22 18,222	1.28 19,118	1.34 20,014	1.41 21,060	1.48 22,105	1.55 23,151	1.63 24,346
Index Directors	1.20 17,923	1.26 18,819	1.32 19,715	1.39 20,761	1.46 21,807	1.53 22,852	1.61 24,047	1.69 25,242	1.77 26,437	1.86 27,781	1.96 29,275
Index Assistant Ex. Sec.	1.41 21,060	1.48 22,105	1.55 23,151	1.63 24,346	1.71 25,541	1.80 26,885	1.90 28,378	2.00 29,872	2.10 31,366	2.21 33,009	2.32 34,651
Index Associate Ex. Sec.	1.47 21,956	1.54 23,001	1.62 24,196	1.70 25,391	1.79 26,735	1.88 28,080	1.97 29,424	2.07 30,917	2.17 32,411	2.26 33,755	2.39 35,697
Index Executive Sec.	1.77 26,437	1.86 27,781	1.95 29,125	2.05 30,619	2.15 32,112	2.26 33,755	2.37 35,398	2.49 37,192	2.61 38,983	2.74 40,925	2.88 43,016

TENNESSEE EDUCATION ASSOCIATION

Supportive Staff Salary Schedule
1978-1979

<u>Position</u>	<u>Salary</u>
Secretary	\$14,296
Secretary	13,200
Secretary	12,723
Secretary	12,195
Secretary	12,123
Secretary	11,664
Secretary	10,221
Secretary	8,753
Secretary	8,400
Secretary	8,105
Secretary	8,073
Secretary	7,800
Secretary	7,148
Secretary	5,256
Printer	12,952
Printer	11,837
Printer	8,100
Custodian	7,219

TEXAS STATE TEACHERS ASSOCIATION

Professional Staff Salary Schedule
1978-1979

<u>Position</u>	<u>Level</u>	<u>Base</u>	<u>St 1</u>	<u>St 2</u>	<u>St 3</u>	<u>St 4</u>	<u>St 5</u>	<u>St 6</u>	<u>St 7</u>	<u>St 8</u>	<u>St 9</u>	<u>St 10</u>
Chief of Printing and Mailing Services	I	\$15,384	\$16,164	\$17,088	\$17,808	\$18,696	\$19,632	\$20,616	\$21,648	\$22,728	\$23,868	\$25,056
Consultant in Governmental Relations	II	16,752	17,580	18,468	19,392	20,364	21,384	22,440	23,568	24,756	25,992	27,288
Consultant in Instructional Services												
Consultant in Membership and Member Services												
Consultant in Publications												
Consultant in Publications												
Consultant in Special Services	III	17,772	18,660	19,596	20,568	21,600	22,668	23,808	24,996	26,244	27,552	28,920
Data Processing Supervisor												
Regional UniServ Consultant												
Research Consultant												
Regional UniServ Director-Consultant	IV	18,792	19,728	20,712	21,756	22,836	23,976	25,188	26,448	27,769	29,148	30,612
Assistant Director	V	20,832	21,864	22,956	24,108	25,320	26,580	27,924	29,316	30,780	32,316	33,936
Administrative Assistant	VI	22,188	23,304	24,468	25,692	26,964	28,320	29,724	31,212	32,784	34,416	36,144
Director	VII	25,584	26,868	28,212	29,628	31,116	32,664	34,296	36,012	37,812	39,696	41,676
Comptroller												
(none at present)	VIII	28,980	30,432	31,956	33,564	35,244	36,996	38,844	40,776	42,816	44,964	47,208
Associate Executive Secretary	IX	39,180	41,136	43,188	45,348	47,616	50,004	52,500	55,128	57,888	60,792	63,828
Executive Secretary												

In employing new staff members with exceptional qualifications and experience, a salary not more than one step above the mid-point may be paid.

TEXAS STATE TEACHERS ASSOCIATION

Clerical, Secretarial and Technical Employees Salary Schedule
1978-1979

Salary Group		Base	1	2	3	4	5	6	7	8	9	10
	Mo.	550	570	590	610	629	650	673	695	719	742	767
2	12 Mos.	6,600	6,840	7,080	7,320	7,548	7,800	8,076	8,340	8,628	8,904	9,204
	Mo.	590	610	629	650	673	695	719	742	767	792	819
3	12 Mos.	7,080	7,320	7,548	7,800	8,076	8,340	8,628	8,904	9,204	9,504	9,828
	Mo.	629	650	673	695	719	742	767	792	819	847	876
4	12 Mos.	7,548	7,800	8,076	8,340	8,628	8,904	9,204	9,504	9,828	10,164	10,512
	Mo.	673	695	719	742	767	792	819	847	876	905	936
5	12 Mos.	8,076	8,340	8,628	8,904	9,204	9,504	9,828	10,164	10,512	10,860	11,232
	Mo.	719	742	767	792	819	847	876	905	936	966	1,000
6-A	12 Mos.	8,628	8,904	9,204	9,504	9,828	10,164	10,512	10,860	11,232	11,592	12,000
	Mo.	742	767	792	819	847	876	905	936	966	1,000	1,032
6-B	12 Mos.	8,904	9,204	9,504	9,828	10,164	10,512	10,860	11,232	11,592	12,000	12,384
	Mo.	767	792	819	847	876	905	936	966	1,000	1,032	1,068
7	12 Mos.	9,204	9,504	9,828	10,164	10,512	10,860	11,232	11,592	12,000	12,384	12,816
	Mo.	819	847	876	905	936	966	1,000	1,032	1,068	1,102	1,141
8	12 Mos.	9,828	10,164	10,512	10,860	11,232	11,592	12,000	12,384	12,816	13,224	13,692
	Mo.	876	905	936	966	1,000	1,032	1,068	1,102	1,141	1,178	1,219
9	12 Mos.	10,512	10,860	11,232	11,592	12,000	12,384	12,816	13,224	13,692	14,136	14,628
	Mo.	936	966	1,000	1,032	1,068	1,102	1,141	1,178	1,219	1,258	1,300
10	12 Mos.	11,232	11,592	12,000	12,384	12,816	13,224	13,692	14,136	14,628	15,096	15,600
	Mo.	1,000	1,032	1,068	1,102	1,141	1,178	1,219	1,258	1,300	1,344	1,388
11	12 Mos.	12,000	12,384	12,816	13,224	13,692	14,136	14,628	15,096	15,600	16,128	16,656
	Mo.	1,068	1,102	1,141	1,178	1,219	1,258	1,300	1,344	1,388	1,436	1,483
12	12 Mos.	12,816	13,224	13,692	14,136	14,628	15,096	15,600	16,128	16,656	17,232	17,796
	Mo.	1,141	1,178	1,219	1,258	1,300	1,344	1,388	1,436	1,483	1,534	1,584
13	12 Mos.	13,692	14,136	14,628	15,096	15,600	16,128	16,656	17,232	17,796	18,408	19,008
	Mo.	1,219	1,258	1,300	1,344	1,388	1,436	1,483	1,534	1,584	1,639	1,693
14	12 Mos.	14,628	15,096	15,600	16,128	16,656	17,232	17,796	18,408	19,008	19,668	20,316

In employing personnel, the Executive Secretary shall be authorized to place an employee at not to exceed Step 6 of this schedule in recognition of outstanding qualifications and experience.

UTAH EDUCATION ASSOCIATION

Professional Staff Salary Schedule*
1978-1979

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
Deputy	100.0%	\$27,141	\$28,218	\$29,297	\$30,516	\$31,739	\$32,959	\$34,277	\$35,648
Director	96.0%	26,055	27,089	28,124	29,295	30,469	31,640	32,906	34,222
Specialist	85.0%	23,069	23,985	24,902	25,938	26,977	28,014	29,135	30,300

*The salary of the Executive Secretary shall be \$10,000 more or 25% greater than (whichever is greater) the appropriate step on the Deputy Executive Secretary's schedule.

UTAH EDUCATION ASSOCIATION

Clerical Staff Salaries

1978-1979

<u>POSITION</u>	<u>SALARY</u>
Office Manager	\$13,107.00
Secretary to Executive Secretary	13,433.00
Secretary to Deputy Executive Secretary/Research and Director of Governmental Relations	10,641.93
Secretary to the President and Director of Professional Relations	11,080.00
Secretary to Specialist for Professional Services	11,080.00
Secretary to Director Communications and Compugraphic Operator	11,571.00
Secretary to Specialist for Professional Development and Receptionist	8,809.00
Bookkeeper	11,571.00
Membership Secretary	12,870.00
Membership Clerk	7,249.00
Graphic Arts Manager	17,558.00
Photolithographic Tech./Offset Pressman	11,953.00
Photolithographic Tech./Graphic Arts Specialist	10,164.00
Photolithographic Tech./Proofreader, and Graphic Arts Specialist	10,164.00
Photolithographic Tech./Bindery & Mailing, and Offset Pressman	7,906.00
Custodian	11,946.00
Custodian (Part Time)	5,208.00

VERMONT EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

Unit A Employees

<u>Step</u>	<u>Index</u>	<u>Salary</u>
1	Negotiable between the Board and newly employed.	
2	.80	\$17,840
3	.84	18,732
4	.92	20,516
5	.96	21,408
6	1.00	22,300

Unit B Employees

UniServ Secretary & Receptionist	\$10,000
Clerk-Typist	7,200

Unit A employees will advance one (1) step on the salary schedule per year of employment unless at the maximum step.

VIRGINIA EDUCATION ASSOCIATION

Professional Staff Salary Schedule
1978-1979

Associate Directors & Staff Assistants
SCHEDULE I

Directors of Divisions
SCHEDULE II

Steps	Salary	Increment	Salary	Increment
0	\$10,350		\$18,175	
1	10,960	\$610	18,820	\$645
2	11,575	615	19,465	645
3	12,195	620	20,110	645
4	12,820	625	20,770	660
5	13,445	625	21,435	665
6	14,070	625	22,100	665
7	14,720	650	22,765	665
8	15,370	650	23,430	665
9	16,020	650	24,095	665
10	16,670	650	24,790	695
11	17,320	655	25,485	695
12	17,975	655	26,180	695
13	18,630	655	26,875	705
14	19,285	660	27,580	705
15	19,945	655	28,285	720
16	20,600	655	29,005	715
17	21,255	655	29,720	725
18	21,910	655	30,445	725
19	22,565	655	31,170	730
20 <u>a/</u>	23,220		31,900 <u>b/</u>	

Add \$1,000 for Master's Degree earned after June 30, 1973.

Add \$1,000 for Doctorate Degree earned after June 30, 1977.

a/ When an individual completes the 20th step on the salary schedule, the amount of his salary increase thereafter will be the negotiated cost-of-living increase.

b/ Plus special provision of "Longevity Step" for 1977-78 of \$690.

VIRGINIA EDUCATION ASSOCIATION

Support Staff Salary Schedule
1978-1979

STEP	SCHEDULE A	SCHEDULE B	SCHEDULE C	SCHEDULE D
1	\$ 6,614	\$ 7,717	\$10,473	\$16,536
2	6,890	7,992	10,748	16,812
3	7,166	8,268	11,024	17,087
4	7,441	8,544	11,300	17,363
5	7,717	8,819	11,575	17,638
6	7,992	9,095	11,851	17,914
7	8,268	9,370	12,126	18,190
8	8,544	9,646	12,402	18,465
9	8,819	9,922	12,678	18,741
10	9,095	10,197	12,953	19,016
11	9,370	10,473	13,229	19,292
12	9,646	10,748	13,504	19,568
13	9,922	11,024	13,780	19,843
14	10,197	11,300	14,056	20,119
15	10,473	11,575	14,331	20,394
16	10,748	11,851	14,607	20,670
17	11,024	12,126	14,882	20,946
18	11,300	12,402	15,158	21,221
19	11,575	12,678	15,434	21,497
20	11,851	12,953	15,709	21,772

After completion of the 20th step of the salary schedule, the amount of salary increase thereafter will be the negotiated cost-of-living increase.

WASHINGTON EDUCATION ASSOCIATION

Salary Schedule

A. INTRODUCTION

The WEA staff salary schedule is divided into five categories. Each category has from 10 to 12 salary steps, depending on the category. Initial placement on the salary schedule shall be determined by the executive director. An employee may later be placed into a different category or step by the executive director. Factors to be considered for such placement are the employee's performance, broad knowledge of Association work and/or change in job responsibility.

B. SALARY CATEGORIES

1. Support Staff

Those who provide clerical, secretarial and technical support services for WEA programmatic activities. All support staff shall be placed on the support staff salary schedule. The support staff salary schedule shall contain three (3) levels: A, B and C. Level C employees may supervise support employees in categories A and B at the direction of the division head.

- a. Level A employees are those who perform the following types of support services.

Machine Operators
Clerks

- b. Level B employees are those who perform the following types of support services:

Secretaries	Key Punch Operators
Bookkeepers	Membership Records Asst.
Receptionist	Assistant Supervisor for Office Services
	Accounting Assistants

- c. Level C employees are those who perform the following types of support services:

Membership Records Supervisor	Communications Assistant
Office Services Supervisor	Editor
Accounting Supervisor	Research Assistant
Olympia Office & Building Coordinator	

These staff persons have specific technical and program development responsibility and spend a majority of their work time within an Association office; however, a significant amount of time may also be spent in field assignments working with other staff and/or

WASHINGTON EDUCATION ASSOCIATION

Salary Schedule

(Continued)

members. Staff at this level may supervise support staff at levels A & B, and are in turn supervised by Directors, Coordinators, Managers or Division Heads.

2. Professional Staff

a. Level D

These staff members who work closely with the membership-at-large in carrying out the Association's program activities as directed by a Level E employee, manager or division head. These employees frequently work with State and local staff in developing and conducting staff/member training programs. Level D employees supervise support staff as appropriate and assigned by the division head. Positions currently included in Level D are:

UniServ Field Representative	Staff Attorney
Communications Field Representative	Multicultural Field
Human Relations Field Representative	Representative

b. Level E

These staff members are responsible for major program areas of the Association including development and delivery. They are expected to exercise considerable independent judgment in carrying out extremely responsible work of marked importance or difficulty and supervise the work of employees in professional category D and support employees as appropriate and assigned by the division head. Supervision of staff at this level is done by the Executive Director and/of Division heads. Positions currently included in Level E are:

Director of Research
Director of AHE
*Director of Field Service
Director of Governmental Relations
Director of Organizing Activities
Director of Political Action
Coordinator of Teacher Corps
Coordinator of UniServ Program
Coordinator of Member Services
Coordinator of Contract Administration Services
Coordinator of Research for Govt. Relations
Regional Coordinator of Field Services

Olympia

**Eastern Washington

WASHINGTON EDUCATION ASSOCIATION

Salary Schedule
(Continued)

*Receives additional \$1,600.00 resp. factor

**Receives additional \$1,200.00 resp. factor

C. TYPES OF EMPLOYEES

1. Regular: Works full-time on a permanent basis and is entitled to all the provisions of this agreement unless otherwise specified.
2. Temporary: Normally hired to fulfill overload assignments or to temporarily replace those part-time or regular employees who are absent. These employees are not eligible for fringe benefits. (Eligible for retirement if they work 1,000 hours or more in any Association year.)
3. Part-time: Employed on less than a full-time basis but as a permanent employee. All benefits will be prorated to reflect actual time worked. (Not eligible for retirement unless working 1,000 hours or more per Association year.)
4. Trial: All employees shall be deemed trial employees on the following basis:

Support Staff: Not to exceed 90 calendar days

Professional Staff: Not to exceed 180 calendar days

5. Externally Funded Program Employees: Are those persons hired as a result of WEA receiving federal, state, foundation and/or other external funds for a specific program or programs. Continued employment is subject to continued program funding. Nothing in this contract shall be construed to deny the WEA from meeting and/or adhering to any regulatory or contractual requirements of an external funding source for this type of employee.
6. Interns

Student: From time to time the WEA contracts with institutions of higher education to assist students in their university learning experience. They work for the WEA for a limited time and do not replace regular employees.

Other: An employee may be allowed to intern by the executive director in a professional position and be paid on Support Level C pay category for up to two years. At the end of the intern period the employee is either returned to their previous classification or placed on the appropriate professional salary level.

New Employees: A new professional employee may be placed by the executive director on Support Level C as an intern for a period not to exceed the trial period heretofore designated in this Agreement.

WASHINGTON EDUCATION ASSOCIATION

Staff Salary Schedules
1978-1979

Cat.	Base	1	2	3	4	5	6	7	8	9	10	11	12	Incr.
A	\$ 7,826	\$ 8,326	\$ 8,826	\$ 9,326	\$ 9,826	\$10,326	\$10,826	\$11,326	\$11,826	\$12,326	\$12,826	\$13,326	\$13,826	500
B	9,384	9,924	10,464	11,004	11,544	12,084	12,624	13,164	13,704	14,244	14,784	15,325	15,864	540
C	12,706	13,391	14,076	14,761	15,446	16,131	16,816	17,501	18,186	18,871	19,556	20,241	20,926	685
D	20,531	21,481	22,431	23,381	24,331	25,281	26,231	27,181	28,131	29,081	30,031	-	-	950
E	25,113	26,358	27,603	28,848	30,093	31,338	32,583	33,828	35,073	36,318	37,563	-	-	1,245

WASHINGTON EDUCATION ASSOCIATION

Staff Salary Schedules
1979-1980
(Continued)

Cat.	Base	1	2	3	4	5	6	7	8	9	10	11	12	Incr.
A	\$ 8,217	\$ 8,737	\$ 9,257	\$ 9,777	\$10,297	\$10,817	\$11,337	\$11,857	\$12,377	\$12,897	\$13,417	\$13,937	\$14,457	\$ 520
B	9,853	10,423	10,993	11,563	12,133	12,703	13,273	13,843	14,413	14,983	15,553	16,123	16,693	570
C	13,341	14,051	14,761	15,471	16,181	16,891	17,601	18,311	19,021	19,731	20,441	21,151	21,861	710
D	21,558	22,558	23,558	24,558	25,558	26,558	27,558	28,558	29,558	30,558	31,558	-	-	1,000
E	26,369	27,664	28,959	30,254	31,549	32,844	34,139	35,434	36,729	38,024	39,319	-	-	1,295

WEST VIRGINIA EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

<u>Position</u>	<u>Salary</u>
Acting Executive Secretary	\$26,100
Director of Field Services/ Coordinator of Higher Education Activities	21,600
Director of Publications	19,200
Editorial Assistant	12,675
UniServ Consultants (5)	21,900 18,900 18,300 18,300 18,000
Administrative Assistant	14,175
Research and Accounting Assistant	14,175
Membership Accountant	12,975
Printer	12,375
Printer & Mailer	9,975
Secretaries (9)	12,375 11,775 11,775 10,875 10,575 9,075 8,775 8,775 8,775
Custodian	9,075

WISCONSIN EDUCATION ASSOCIATION COUNCIL

Professional Staff Salary Schedule
1978-1979

SALARY CATEGORIES AND PLACEMENT

The WEAC professional staff salaries cover the period from September 1, 1976, to the following August 31, 1979.

Salary categories allow for placement on the schedule according to the responsibilities of the position. Placement shall be made by the Executive Secretary according to the provisions of this Agreement.

Professional degrees should be encouraged as a condition of employment. Previous related work experience may be given consideration in placing new employees in categories and on steps of the salary schedule. (Related work experience is defined to mean experience directly related to the position under consideration.)

Advancement to the next step on the schedule shall be on September 1, 1976, and shall be dependent upon a minimum of six (6) months service. The next salary increment shall be granted on September 1, 1977, and each September 1 thereafter. Staff members will be notified and given the opportunity to be considered for vacancies that occur.

SALARY SCHEDULE

<u>Step</u>	<u>Salary</u>
0	\$22,767
1	23,965
2	25,163
3	26,362
4	27,560
5	28,758
6	29,956
7	31,155
8	32,353

WISCONSIN EDUCATION ASSOCIATION COUNCIL

Associate Staff Salary Schedule
1978-1979

CATEGORY I

<u>Step</u>	<u>1978-79 Salary</u>
0	\$ 6,878
1	7,428
2	7,978
3	8,528
4	9,080
5	9,630
6	10,180

CATEGORY II

<u>Step</u>	<u>1978-79 Salary</u>
0	\$ 7,566
1	8,184
2	8,803
3	9,424
4	10,042
5	10,662
6	11,282
7	11,901

CATEGORY III

<u>Step</u>	<u>1978-79 Salary</u>
0	\$ 8,253
1	8,941
2	9,630
3	10,318
4	11,007
5	11,695
6	12,383
7	13,070
8	13,759

CATEGORY IV

<u>Step</u>	<u>1978-79 Salary</u>
0	\$ 8,941
1	9,699
2	10,456
3	11,212
4	11,970
5	12,726
6	13,484
7	14,241
8	14,999
9	15,756
10	16,513

CATEGORY V

<u>Step</u>	<u>1978-79 Salary</u>
0	\$12,191
1	13,032
2	13,873
3	14,714
4	15,555
5	16,395
6	17,236
7	18,077
8	18,918

WISCONSIN EDUCATION ASSOCIATION COUNCIL

Associate Staff Salary Schedule
1978-1979

GENERAL OFFICE (Salary Schedule Placement - Category I)

Requires a knowledge of filing systems and the skills necessary to work capably in this area. The ability to properly operate office machines such as photocopy, collator, postage meter, folder, Elliot, Offset Press (AM Corporation Offset-Madison, excepted), ditto machine and mimeograph machine is a job responsibility. Minimal typing skills are needed along with the ability to prepare material for mailing, facilitate the mailing and maintain postal records. (Minimum requirement - high school diploma).

CLERK-TYPIST (Salary Schedule Placement - Category II)

Requires the knowledge and skills of General Office Classification 5.1 and the ability to type with a high degree of speed and accuracy as well as having a strong command of grammar, spelling and punctuation. Duties will include typing from a rough draft to a final draft suitable for publication, legal and statistical typing, typing from a dictaphone, and performing the tasks of a receptionist. Typists designated by this classification may be assigned to a typing pool. Employees in this category, in addition to performing all tasks of a Clerk Typist, shall be required, when assigned, to perform tasks of General Office Classification 5.1. (Minimum requirement - high school diploma.)

SKILL MACHINE OPERATOR (Salary Schedule Placement - Category II)

Requires the knowledge and skills of General Office Classification 5.1 and the ability to use such machines as keypunch, varityper and/or composer and other machines necessitating additional or advanced training. Maintain accurate records of work accomplished. A proficient skill in typing is also required. Employees in this category, in addition to performing all tasks of a Skill Machine Operator, shall be required, when assigned, to perform tasks of General Office Classification 5.1. (Minimum requirement - high school diploma and post high school training).

SECRETARY (Salary Schedule Placement - Category III)

Requires the knowledge and skills of General Office Classification 5.1, Clerk Typist Classification 5.2 and the ability to take dictation (short-hand, speedwriting or stenotype) and transcribe notes with a high degree of speed and accuracy. A strong command of grammar with emphasis on spelling and punctuation is needed. Requires the knowledge of general office procedures - the ability to perform same and maintain accurate records. Employees in this category, in addition to performing all tasks of a Secretary, shall be required, when assigned, to perform tasks of General Classification 5.1 and Clerk Typist Classification 5.2. (Minimum requirement - post high school diploma or equivalent business experience).

WISCONSIN EDUCATION ASSOCIATION COUNCIL

Associate Staff Salary Schedule
1978-1979

(Continued)

BOOKKEEPER (Salary Schedule Placement - Category IV)

Requires the knowledge and skills of General Office Classification 5.1 and a thorough knowledge of bookkeeping and accounting procedures as well as typing skill, ability to operate an adding machine, calculator, check protector and typical office machines. Bookkeeper - ability to verify invoices; write and record checks; deposit income; reconcile bank statements; prepare monthly statements of income and expense and treasurer's report; and compute payroll. Employees in this category, in addition to performing all tasks of a Bookkeeper, shall be required, when assigned, to perform tasks of General Office Classification 5.1. (Minimum requirement - post high school diploma or equivalent business experience).

STAFF ASSISTANT (Salary Schedule Placement - Category IV)

Requires the ability to assume individual initiative and exercise independent judgment in areas related to a division. Positions open to WEAC employees who have the skills to perform these duties, or personnel with equivalent business experience.

The present secretary to the Legal Director shall be promoted to this classification. All present staff assistants shall be maintained. The WEAC and USU agree that the employer, may or may not, at its discretion, promote or fail to promote, or establish, or fail to establish, additional staff assistants during the term of this Agreement. When current Staff Assistants leave WEAC, the classification of new staff is entirely the decision of WEAC. (Minimum requirement - post high school diploma or equivalent business experience).

PRINTING COORDINATOR (Salary Schedule Placement - Category V)

Coordinates the flow of work between the photography, reproduction, bindery and mailing units of the WEAC printing department; operates press and camera skillfully as well as operate and supervise related pressroom equipment; interprets job specification for manner of production, stock movement and camera orders, and maintains production schedule through internal routing of materials to the various divisions; provides technical advice and assistance pertaining to the printing process and procedures; maintain a good stock balance at all times, including paper, ink, and all supplies necessary for the department; fill out completed job tickets, calculating cost of materials and time needed per job, trains personnel operating supplementary equipment. (Minimum requirement - Journeyman - 5 years apprenticeship).

WISCONSIN EDUCATION ASSOCIATION COUNCIL

Associate Staff Salary Schedule
1978-1979

(Continued)

PRINT SHOP ASSISTANT (Salary Schedule Placement - Category II)

In addition to General Office Classification 5.1 skills, shall work closely with and assist the printing coordinator in facilitation of the flow of work through the printshop-mailroom area. Requires a knowledge of filing systems and the skills necessary to work capably in the area. The ability to properly operate office machines such as photocopy, duplicating, collator, postage meter, folder, addressing systems and other related mailroom/printshop equipment (exclusive of the AM Offset printing press) is a job responsibility. Minimal typing skills are needed, along with the ability to prepare materials for mailing and facilitate the mailing. The ability to maintain postage records, copy machine usage records, etc. is a job responsibility. (Minimum requirement - high school diploma).

OUTSIDE EXPERIENCE CREDIT

Any new employee with comparable business experience shall be placed on a step which gives credit of one (1) year for each two (2) years of outside experience up to a maximum of five (5) years on the salary schedule.

SALARY SCHEDULE

The WEAC staff salaries cover the period from September 1, 1976 to August 31, 1979.

This salary schedule was based on the percentage basis, as practiced in the previous contract.

WYOMING EDUCATION ASSOCIATION

Professional Staff Salary Schedule
(Proposed)
1978-1979

<u>YEARS</u>	<u>BA</u>	<u>BA+20</u>	<u>MA</u>	<u>MA+20</u>
6% down				
*1	\$13,200	\$13,860	\$14,520	\$15,180
2	13,992	14,652	15,312	15,972
3	14,784	15,444	16,104	16,764
4	15,576	16,236	16,896	17,556
5	16,368	17,028	17,688	18,348
6	17,160	17,820	18,480	19,140
7	17,952	18,612	19,272	19,932
8	18,744	19,404	20,064	20,724
9	19,536	20,196	20,856	21,516
10	20,328	20,988	21,648	22,308
11	21,120	21,780	22,440	23,100
12	21,912	22,572	23,232	23,892
13		23,364	24,024	24,684
14			24,816	25,476
15				26,268

*The schedule has been revised to show steps beginning with 1 rather than 0.

WYOMING EDUCATION ASSOCIATION

Classified Staff Salary Schedule

(Effective September 1, 1978)

<u>YEARS</u>	<u>I</u>		<u>II</u>		<u>III</u>		<u>IV</u>
*1	\$ 6,622	+5%	\$ 6,953	+5%	\$ 7,301	+5%	\$ 7,666
2	6,821		7,218		7,632		8,063
3	7,020		7,483		7,963		8,460
4	7,219		7,748		8,294		8,857
5	7,418		8,013		8,625		9,254
6	7,617		8,278		8,956		9,651
7	7,816		8,543		9,287		10,048
8	8,015		8,808		9,618		10,445
9	8,214		9,073		9,949		10,842
10	8,413		9,338		10,280		11,239
11	8,612		9,603		10,611		11,636
12	8,811		9,868		10,942		12,033
13	9,010		10,133		11,273		12,430
14	9,209		10,398		11,604		12,827
15	9,408		10,663		11,935		13,224
16	9,607		10,928		12,266		13,621
17	9,806		11,193		12,597		14,018
18	10,005		11,458		4%		4%

*The schedule has been revised to show steps beginning with 1 rather than 0.

The WEA agrees to pay the employee's contribution to the state retirement fund at the current percentage rate -- provided that the classified staff salaries established for 1978-79 be reduced by 2.785%.

STUDENT NATIONAL EDUCATION ASSOCIATION

Professional & Support Staff Salary Schedule
1978-1979

Rank	<u>Yearly Steps</u>					
	1	2	3	4	5	6
A	\$ 7,225	\$ 7,767	\$ -	\$ -	\$ -	\$ -
B	8,020	8,622	9,225	-	-	-
C	8,902	9,570	10,240	10,905	-	-
D	9,881	10,622	11,366	12,104	12,843	-
E	10,968	11,791	12,616	13,436	14,256	15,082
F	12,175	13,088	14,004	14,915	15,824	16,742
G	13,514	14,528	15,544	16,555	17,565	18,583
H	15,000	16,125	17,254	18,375	19,496	20,627

An employee shall move to the next step in his/her rank on his/her anniversary date during each year.